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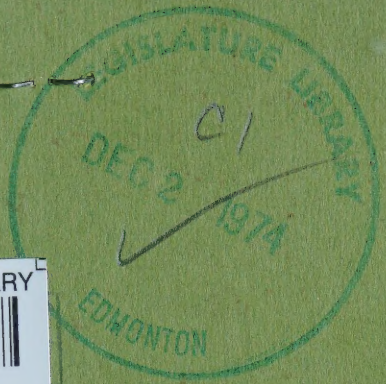

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Agreement between

Alberta

GOVERNMENT OF ALBERTA

and the Civil Service Association of Alberta

April 1, 1973

SUPPLEMENT NO.3

1974 Pay Grid

GRADE	Salary Periods 1	2	3	4	5	6	7*
8	4536	4656	4764	4896	5028	5196	5376
	378	388	397	408	419	433	448
9	4584	4704	4824	4956	5112	5292	5460
	382	392	402	413	426	441	455
10	4656	4764	4896	5028	5196	5376	5556
	388	397	408	419	433	448	463
11	4704	4824	4956	5112	5292	5460	5628
	392	402	413	426	441	455	469
12	4764	4896	5028	5196	5376	5556	5748
	397	408	419	433	448	463	479
13	4824	4956	5112	5292	5460	5628	5844
	402	413	426	441	455	469	487
14	4896	5028	5196	5376	5556	5748	5976
	408	419	433	448	463	479	498
15	4956	5112	5292	5460	5628	5844	6096
	413	426	441	455	469	487	508
16	5028	5196	5376	5556	5748	5976	6240
	419	433	448	463	479	498	520
17	5112	5292	5460	5628	5844	6096	6372
	426	441	455	469	487	508	531
18	5196	5376	5556	5748	5976	6240	6504
	433	448	463	479	498	520	542
19	5292	5460	5628	5844	6096	6372	6636
	441	455	469	487	508	531	553
20	5376	5556	5748	5976	6240	6504	6804
	448	463	479	498	520	542	567
21	5460	5628	5844	6096	6372	6636	6948
	455	469	487	508	531	553	579
22	5556	5748	5976	6240	6504	6804	7104
	463	479	498	520	542	567	592
23	5628	5844	6096	6372	6636	6948	7260
	469	487	508	531	553	579	605
24	5748	5976	6240	6504	6804	7104	7428
	479	498	520	542	567	592	619
25	5844	6096	6372	6636	6948	7260	7584
	487	508	531	553	579	605	632
26	5976	6240	6504	6804	7104	7428	7764
	498	520	542	567	592	619	647
27	6096	6372	6636	6948	7260	7584	7932
	508	531	553	579	605	632	661
28	6240	6504	6804	7104	7428	7764	8124
	520	542	567	592	619	647	677

THIS AGREEMENT MADE THIS 30th DAY

OF APRIL A.D. 1973

BETWEEN

HER MAJESTY THE QUEEN IN THE RIGHT OF

THE PROVINCE OF ALBERTA
(hereinafter referred to as "the Employer")

OF THE FIRST PART

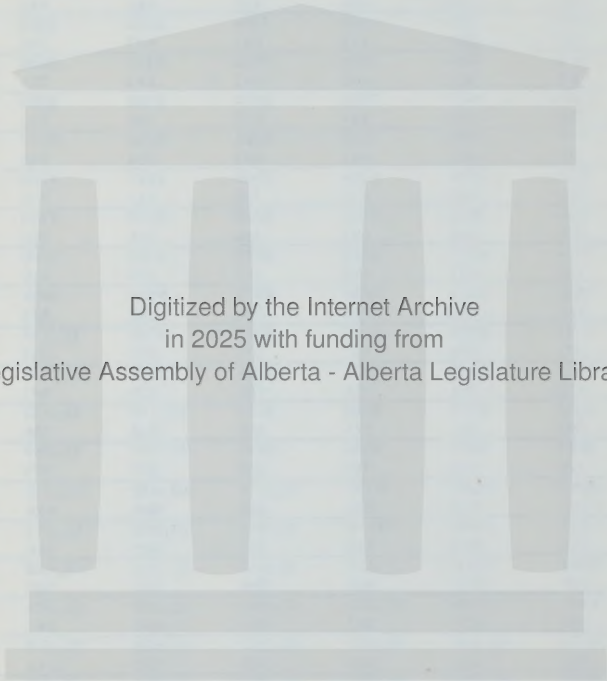
AND

THE CIVIL SERVICE ASSOCIATION OF ALBERTA
(hereinafter referred to as "the Association")

OF THE SECOND PART

GRADE	1	2	3	4	5	6	7*
29	6372	6636	6948	7260	7584	7932	8316
	531	553	579	605	632	661	693
30	6504	6804	7104	7428	7764	8124	8508
	542	567	592	619	647	677	709
31	6636	6948	7260	7584	7932	8316	8688
	553	579	605	632	661	693	724
32	6804	7104	7428	7764	8124	8508	8892
	567	592	619	647	677	709	741
33	6948	7260	7584	7932	8316	8688	9072
	579	605	632	661	693	724	756
34	7104	7428	7764	8124	8508	8892	9288
	592	619	647	677	709	741	774
35	7260	7584	7932	8316	8688	9072	9504
	605	632	661	693	724	756	792
36	7428	7764	8124	8508	8892	9288	9720
	619	647	677	709	741	774	810
37	7584	7932	8316	8688	9072	9504	9936
	632	661	693	724	756	792	828
38	7764	8124	8508	8892	9288	9720	10,176
	647	677	709	741	774	810	848
39	7932	8316	8688	9072	9504	9936	10,404
	661	693	724	756	792	828	867
40	8124	8508	8892	9288	9720	10,176	10,632
	677	709	741	774	810	848	886
41	8316	8688	9072	9504	9936	10,404	10,860
	693	724	756	792	828	867	905
42	8508	8892	9288	9720	10,176	10,632	11,112
	709	741	774	810	848	886	926
43	8688	9072	9504	9936	10,404	10,860	11,352
	724	756	792	828	867	905	946
44	8892	9288	9720	10,176	10,632	11,112	11,628
	741	774	810	848	886	926	969
45	9072	9504	9936	10,404	10,860	11,352	11,904
	756	792	828	867	905	946	992
46	9288	9720	10,176	10,632	11,112	11,628	12,168
	774	810	848	886	926	969	1014
47	9504	9936	10,404	10,860	11,352	11,904	12,420
	792	828	867	905	946	992	1035
48	9720	10,176	10,632	11,112	11,628	12,168	12,732
	810	848	886	926	969	1014	1061
49	9936	10,404	10,860	11,352	11,904	12,420	13,020
	828	867	905	946	992	1035	1085
50	10,176	10,632	11,112	11,628	12,168	12,732	13,332
	848	886	926	969	1014	1061	1111
51	10,404	10,860	11,352	11,904	12,420	13,020	13,644
	867	905	946	992	1035	1085	1137

GRADE	1	2	3	4	5	6	7*
52	10,632	11,112	11,628	12,168	12,732	13,332	13,956
	886	926	969	1014	1061	1111	1163
53	10,860	11,352	11,904	12,420	13,020	13,644	14,292
	905	946	992	1035	1085	1137	1191
54	11,112	11,628	12,168	12,732	13,332	13,956	14,640
	926	969	1014	1061	1111	1163	1220
55	11,352	11,904	12,420	13,020	13,644	14,292	14,976
	946	992	1035	1085	1137	1191	1248
56	11,628	12,168	12,732	13,332	13,956	14,640	15,360
	969	1014	1061	1111	1163	1220	1280
57	11,904	12,420	13,020	13,644	14,292	14,976	15,696
	992	1035	1085	1137	1191	1248	1308
58	12,168	12,732	13,332	13,956	14,640	15,360	16,068
	1014	1061	1111	1163	1220	1280	1339
59	12,420	13,020	13,644	14,292	14,976	15,696	16,428
	1035	1085	1137	1191	1248	1308	1369
60	12,732	13,332	13,956	14,640	15,360	16,068	16,824
	1061	1111	1163	1220	1280	1339	1402
61	13,020	13,644	14,292	14,976	15,696	16,428	17,220
	1085	1137	1191	1248	1308	1369	1435
62	13,332	13,956	14,640	15,360	16,068	16,824	17,628
	1111	1163	1220	1280	1339	1402	1469
63	13,644	14,292	14,976	15,696	16,428	17,220	18,024
	1137	1191	1248	1308	1369	1435	1502
64	13,956	14,640	15,360	16,068	16,824	17,628	18,456
	1163	1220	1280	1339	1402	1469	1538
65	14,292	14,976	15,696	16,428	17,220	18,024	18,864
	1191	1248	1308	1369	1435	1502	1572
66	14,640	15,360	16,068	16,824	17,628	18,456	19,320
	1220	1280	1339	1402	1469	1538	1610
67	14,976	15,696	16,428	17,220	18,024	18,864	19,764
	1248	1308	1369	1435	1502	1572	1647
68	15,360	16,068	16,824	17,628	18,456	19,320	20,244
	1280	1339	1402	1469	1538	1610	1687
69	15,696	16,428	17,220	18,024	18,864	19,764	20,712
	1308	1369	1435	1502	1572	1647	1726
70	16,068	16,824	17,628	18,456	19,320	20,244	21,240
	1339	1402	1469	1538	1610	1687	1770
71	16,428	17,220	18,024	18,864	19,764	20,712	21,744
	1369	1435	1502	1572	1647	1726	1812
72	16,824	17,628	18,456	19,320	20,244	21,240	22,296
	1402	1469	1538	1610	1687	1770	1858
73	17,220	18,024	18,864	19,764	20,712	21,744	22,824
	1435	1502	1572	1647	1726	1812	1902
74	17,628	18,456	19,320	20,244	21,240	22,296	23,448
	1469	1538	1610	1687	1770	1858	1954



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GRADE	1	2	3	4	5	6	7*
75	18,024	18,864	19,764	20,712	21,744	22,824	24,048
	1502	1572	1647	1726	1812	1902	2004
76	18,456	19,320	20,244	21,240	22,296	23,448	24,684
	1538	1610	1687	1770	1858	1954	2057
77	18,864	19,764	20,712	21,744	22,824	24,048	25,296
	1572	1647	1726	1812	1902	2004	2108
78	19,320	20,244	21,240	22,296	23,448	24,684	25,992
	1610	1687	1770	1858	1954	2057	2166
79	19,764	20,712	21,744	22,824	24,048	25,296	26,652
	1647	1726	1812	1902	2004	2108	2221
80	20,244	21,240	22,296	23,448	24,684	25,992	27,360
	1687	1770	1858	1954	2057	2166	2280

* Indicates Long Service Increment Only

1/1/74

TABLE OF CONTENTS

ARTICLE		PAGE
	General	
1	Interpretation - Definitions	1
2	Jurisdiction	2
3	Management Recognition	2
4	Future Legislation and the Collective Agreement	2
5	Association Membership and Dues Check-Off	2
6	Solicitation for Membership	2
7	Appointment of Liaison Officers	3
8	Time Off for Association Business	3
9	Terms of Employment	4
10	Hours of Work	4
11	Attendance	4
12	Notice of Resignation and Termination	5
13	Position Abolishment	5
14	Overtime	6
14A	Shift Differential	8
15	Call-Back Pay	8
16	Stand-By Pay	8
17	Northern Allowance Pay	8
18	Probationary Period	9
19	Paid Holidays	9
20	Paid Holiday on Regular Day Off	9
20A	Paid Holiday on a Regular Work Day	9
21	Annual Vacation Leave	9
22	Casual Illness	10
23	General Illness	11
24	Proof of Illness	12
25	Family Illness	12
26	Bereavement Leave	12
27	Maternity Leave	13
27A	Time Off for Disaster Conditions	13
28	Change of Domicile	13
29	Court Leave	13
30	Leave on Election Days	13
31	Workmen's Compensation	14
31A	Safety and Protective Clothing	14
32	Grievance Procedure	14
33	Parking	17
34	Health Plan Benefits	17
35	Group Life Insurance	17
35A	Rates of Pay	17
	Appendix "A" - Instructors and Teachers	
36	Interpretation Instructors and Teachers	18
37	Application of Salary Ranges and Modifications (Instructors)	18
38	Instructor Review Procedure	18
39	Teacher Review Procedure	19
40	Notice of Resignation and Termination	19
41	Vacation Leave	19
41A	Christmas Leave	21
	Duration of Agreement	21
	Supplement No. 1	
	Classes in which the Probationary Period is 6 months	22
	Supplement No. 2	
	Schedule of Classes Eligible for Overtime	23
	Supplement No. 2A	
	Schedule of Classes Eligible for Shift Differential	25
	Supplement No. 3	
	Pay Grid	26
	Supplement No. 4	
	Assignment of Classes to Pay Grades	34
	Supplement No. 5	
	Instructor Class Series	40
	Supplement No. 6	
	Instructor Salary Modifications	40
	Supplement No. 7	
	1972 Instructor Basic Pay Schedule	41
	Supplement No. 8	
	Teacher Class Series	43
	Supplement No. 9	
	Teacher Salary Modification	43
	Supplement No. 10	
	1972 Teacher Basic Pay Schedule	44
	Informational Addendum accompanying the Collective Agreement	48

WHEREAS, Her Majesty in the Right of the Province of Alberta has granted the Association the sole right to negotiate on behalf of Her Majesty's employees pursuant to Section 26 of the Public Service Act;

AND WHEREAS, the Parties are mutually desirous of entering into an Agreement with the intent and purpose to promote a harmonious relationship between the said employees and the Government of the Province of Alberta, and to set forth in this Agreement rates of pay, hours of work and conditions of employment to be observed between the Parties;

NOW THEREFORE, the Parties hereto mutually agree as follows:

ARTICLE 1

Interpretation

1.01 In this Agreement, unless the context otherwise requires;

(a) A word used in the masculine gender applies also in the feminine;

(b) A word used in the singular applies also in the plural;

(c) "Act" means the Public Service Act as from time to time amended;

(d) "Association" or "Employee Association" means the Civil Service Association of Alberta;

(e) "Commissioner" means the Public Service Commissioner;

(f) "Department" in addition to its ordinary meaning includes any establishment or organizational unit designated as a department by the Lieutenant Governor in Council;

(g) "Deputy Head" means the chief officer of a department;

(h) "Designated Officer" means an employee who is authorized on behalf of the Employer to deal with grievances;

(i) "Dismiss" means to dismiss a person from employment under Section 25 of The Public Service Act

(j) "Grade" means the periods within a pay grade, excluding the long service increment, as set out in the pay grid Supplement No. 3, assigned to a class;

(k) "Liaison Officer" means a person who is selected by the employees of the bargaining unit to act on behalf of those employees;

(l) "Long Service Increment" means the step on the applicable Pay Schedule which is next higher than the sixth period or submaximum salary rate.

(m) "Maximum salary" means the highest period of the highest grade assigned to a class;

(n) "Minimum salary" means the lowest period of the lowest grade assigned to a class;

(o) "Month" means a calendar month;

(p) "Multiple Grade" means a combination of two or more successive grades assigned to a class;

(q) "Period" means a salary rate in the pay grid as set out in Supplement No. 3;

(r) "Permanent Employee" means an employee who occupies a permanently established position and has successfully completed a probationary period;

(s) "Permanent Position" means a position the duties of which are of an indefinite continuing nature;

(t) "Probationary Employee" means an employee who occupies an established position for a trial period;

(u) "Public Service Grievance Board" means a board established to recommend settlement of a dispute arising from the interpretation, application or any alleged violation of this Agreement or disciplinary action resulting in dismissal, suspension, demotion, or a financial penalty;

(v) "Temporary Position" means a position the duties of which are of limited or uncertain duration;

(w) "Vacation Leave" means annual vacation leave with pay granted to an employee;

(x) "Work Day" means any day on which an employee is expected to be at his place of employment.

ARTICLE 2

Jurisdiction

2.01 The terms of this Agreement shall apply to:

(a) all salaried employees in the Bargaining Unit who occupy positions in the classification plan of the Government, and

(b) all salaried employees occupying positions in the Bargaining Unit of the Provincial Treasury Branches.

ARTICLE 3

Management Recognition

3.01 The Association recognizes that all functions, rights, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are retained by the Employer.

ARTICLE 4

Future Legislation and the Collective Agreement

4.01 In the event that any law passed by the Government of Alberta renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement.

ARTICLE 5

Association Membership and Dues Check-Off

5.01 All full time and part time employees included in the Bargaining Unit shall become members of the Association as a condition of employment. An employee, who has a moral or religious objection to becoming a member of the Association, shall be permitted to opt out of membership by providing the Association with a signed statutory declaration outlining the objection within sixty (60) consecutive calendar days from the date of commencement of employment, but such employee shall continue to pay Association dues.

5.02 Subject to Section 5.03, the Employer will, as a condition of employment, deduct the amount of the Association dues from the monthly pay of all employees in the Bargaining Unit as follows:

(a) at the full rate if

(i) a full time employee,

(ii) a part time permanent employee working thirty (30) hours per week or more,

(iii) a part time permanent employee working full time, but not year round, the full rate for each full month worked, and

(b) at half the amount of the full rate if a part time permanent employee working less than thirty (30) hours per week.

5.03 Membership dues will not be deducted from employees occupying temporary positions for less than three (3) consecutive months.

5.04 The Association agrees that for purposes of this Article all employees are members of the Association except those who have voluntarily opted out in accordance with Section 5.01.

ARTICLE 6

Solicitation for Membership

6.01 Solicitation or canvass concerning membership in the Association will not be allowed during working hours.

ARTICLE 7

Appointment of Liaison Officers

7.01 The Employer acknowledges the right of the Civil Service Association of Alberta to select employees as Liaison Officers.

7.02 The Employer and the Association shall determine the number of Liaison Officers and the jurisdiction of each Liaison Officer, having regard to the plan of organization, the distribution of employees at the work place and the administrative structure implied by the grievance procedure.

7.03 The Employer recognizes the Liaison Officer as an official representative of the Association.

ARTICLE 8

Time Off for Association Business

8.01 Subject to Sections 8.04 and 8.05, time off, without loss of regular earnings, will be provided for Association Officers and Members to conduct Official Association Business on the following basis:

(a) Members of the Statutory Negotiating Committee, not to exceed three (3) in number, for time spent meeting with representatives of the Employer during the negotiation of a Collective Agreement,

(b) A Liaison Officer and complainant for time spent investigating a complaint; and a Liaison Officer and grievor for time spent in discussing written grievances as outlined in the grievance procedure,

(c) Authorized Association Representatives, not to exceed three (3) in number, for time spent meeting with representatives of the Employer at formal employee-management committees (an exception being Employee-Management Advisory Committees where up to five (5) representatives may be allowed to attend) where matters of mutual concern are discussed.

8.02 Subject to Sections 8.04 and 8.05, time off, without loss of regular earnings, may be provided to Association Members on the following basis:

(a) Members of the Provincial Executive Administrative Board to attend meetings which are normally held monthly on a Friday.

(b) Members of the Provincial Executive to attend the general meeting which is normally held in conjunction with the Provincial Executive Administrative Board meeting every second month commencing on Friday at 1:00 p.m. and carrying on through Saturday.

8.03 Subject to Sections 8.04 and 8.05, time off, without pay, may be provided to Association Members on the following basis:

(a) Members of the Association Bargaining Committee to attend meetings which are normally held every second month on a Saturday,

(b) Members elected as delgates to attend the Annual Convention of the Civil Service Association of Alberta,

(c) Members designated as delegates representing the Association at conventions of other employee organizations,

(d) Members elected as representatives of the Association to attend Seminars and Branch Meetings. It is understood that wherever possible such Seminars and Branch Meetings will be held during periods when Government Offices are closed.

8.04 In all of the foregoing provisions, no request for time off shall be considered unless it is made sufficiently in advance of the date the time off is required.

8.05 The Employer may refuse to grant permission for time off where disruption of work or other difficulty may arise, however, time off shall not be unreasonably denied.

8.06 To facilitate the administration of Section 8.03 of this Article, the Employer will grant the leave of absence with pay and invoice the Association for the salary costs incurred.

ARTICLE 9

Terms of Employment

9.01 The Employer during the life of this Agreement may, with the agreement of the Association,

(a) increase rates of employee compensation, or

(b) add to any employee entitlement, or

(c) extend employee rights

which are contained within this Agreement and upon such agreement these changes shall become the rates, entitlement, or employee rights.

9.02 The Employer shall give written notice to the Association of the establishment of new or altered class levels affecting compensation. The Association may contest the proposed compensation by notifying the Employer, in writing, of its intention to submit this matter to the Public Service Grievance Board for adjudication. The Association's notice must be delivered to the Employer within fourteen (14) calendar days from the date the Association received the Employer's notice.

9.03 This Agreement does not by implication require either party to continue any past practice

9.04 Both parties recognize that they are bound by the Individual's Rights Protection Act of Alberta.

9.05 Part time employees shall be eligible for the applicable entitlements of this Agreement provided that

(a) an employee works the minimum amount of time required to establish eligibility as prescribed in regulations, and

(b) any entitlement shall be prorated in accordance with part time salary earned.

ARTICLE 10

Hours of Work

10.01 The normal hours of work for employees covered by this Agreement shall be

(a) 36¼ hours per week, or

(b) 40 hours per week, or the equivalent thereof on an annual basis.

10.02 All employees covered by this Agreement shall normally be allowed one (1) fifteen (15) minute rest period during each half day worked. The granting of rest periods shall not be unreasonably denied.

ARTICLE 11

Attendance

11.01 An employee who is absent from duty without prior authorization shall communicate the reason for his absence to a senior official at his place of work within the time limits set out below:

(a) at least two (2) hours prior to the commencement of a shift, or,

(b) in the case of day workers, within two (2) hours of absence.

11.02 Employees on leave of absence and/or illness for an indeterminate period, or employess who wish to return to work prior to the expiration date of a leave of absence for a fixed period, shall give the Employer notice of intention to return to work in the following manner:

(a) an employee reporting for day work shall give notice during the preceding working day,

(b) an employee reporting for work on an afternoon or midnight to 8 a.m. shift shall give notice no

later than noon of the day immediately preceding his return to work.

ARTICLE 12

Notice of Resignation and Termination

12.01 An employee (an exception being teachers and instructors where Article 40 shall apply) who has permanent appointment and fails to provide ten (10) work days' prior written notice of resignation shall from his final salary payment or pension contributions refund, forfeit the amount of salary representative of the number of days by which notice falls short of ten (10) work days. This period of notice shall not include any time during which an employee is absent from work on account of his annual vacation.

ARTICLE 13

Position Abolishment

13.01 The Employer shall give an employee at least sixty (60) consecutive calendar days' prior written notice that his permanent position is to be abolished or pay in lieu thereof.

13.02 The following sections of this Article apply only to a full time permanent salaried employee with more than one (1) year of continuous employment at the time of the notice of position abolishment.

13.03 An employee who meets the following criteria,

(a) has good health, and

(b) is under the age of sixty (60) years and will not reach the age of sixty (60) prior to the expiration of the combined sixty (60) consecutive calendar day notice period as stipulated in Section 13.01 and one hundred and eighty (180) consecutive calendar days' vesting period as stipulated in subsection (d) of Section 13.04, and

(c) has the ability to perform or learn to perform the duties of another position within the Alberta Public Service within a reasonable period of time, and

(d) cannot be transferred to another position within the Department of which he is a member simultaneously with the receipt of notice that his position is to be abolished

shall accrue the rights under the following sections.

13.04 An employee whose position is declared abolished and who is not simultaneously transferred to another position in the Public Service shall be eligible for placement through limited competition as follows:

(a) during the first two (2) weeks of the sixty (60) consecutive day notice period, the department shall fill all available positions in the same general functional area through competitions limited to those employees whose positions have been declared abolished.

(b) when an entire unit is ceasing operations, or where no alternate position is available to the employee of each abolished position under subsection (a) of Section 13.04 the Employer shall fill all available positions in the same general functional area throughout the Public Service by operating competitions limited to such employees.

(c) where no alternate position is found for one (1) or more employees under subsection (b) of Section 13.04 and the sixty (60) calendar day notice period has expired for such employee(s), said employee(s) shall be released from the Public Service.

(d) employee(s) released from the Public Service under subsection (c) of Section 13.04 shall be vested with the right to be appointed to the first available position(s) within the same general functional area through competition limited to such employee(s); such vesting to last one hundred and eighty (180)

consecutive calendar days commencing with the day following the release of the employee(s).

13.05 Throughout the application of this Article, employees shall be eligible for available positions in order of merit as established by the limited competition process, except that where two or more employees are found to be identical in merit, they shall be eligible for positions in order of their seniority.

13.06 Employees appointed to positions under the application of this Article shall remain permanent employees and shall not be required to serve a probationary period in their new positions.

13.07 Under the application of this Article, an employee placed into a position which has a maximum salary rate less than the salary rate he was receiving upon the date of the position abolishment, shall have his salary rate maintained overrange until such time as the maximum salary rate for the new position equals or surpasses his existing salary rate.

ARTICLE 14

Overtime

14.01 All overtime must be authorized in such manner and by such person(s) as directed by the Employer.

14.02 An employee may occassionally be required to work extra time, not exceeding one-half hour, immediately before or following his normal hours on any regular work day without payment.

14.03 The classification of an employee, who as a condition of employment is required normally to work irregular hours which cannot be defined, is excluded from the Schedule of Classes Eligible for Overtime (Supplement #2) and an employee in such an excluded class is not entitled to either premium pay or to time off at premium rates.

14.04 An employee whose classification is included in the Schedule of Classes Eligible for Overtime (Supplement #2), but who is required from time to time to work irregular and uncontrolled, or unsupervised, extra hours shall not be entitled to either pay or to time off at premium rates for such hours.

14.05 Time off or pay may be granted in accordance with the Regulations Governing Personnel Administration and Management for extra hours pursuant to Sections 14.03 or 14.04 except in circumstances covered by Section 14.06.

14.06 (1) An employee whose classification is excluded from the Schedule of Classes Eligible for Overtime (Supplement #2) pursuant to Section 14.03 who is required to work on forest fire fighting or pollution control operations during a day of rest or on a statutory holiday shall be compensated, provided the hours worked are controlled or supervised, as follows:

(a) for work on a day of rest one (1) day's pay at regular straight time rates regardless of the number of hours worked;

(b) for work on a statutory holiday as defined in Article 19 regular pay for the statutory holiday plus one (1) day's pay at regular straight time rates regardless of the number of hours worked; or

(c) equivalent time off in lieu for (a) or (b) upon the request of the employee subject to the discretion of the Employer.

(2) An employee in the classification of Correction Officer I and II when engaged in forest fire operations shall be compensated for overtime hours in accordance with 14.08, except that the premium rate shall be calculated on the hourly rate of pay prescribed under the Forest and Prairie Protection Act, or, if this calculation results in an hourly rate less than his regular hourly rate of pay, he shall be paid at his regular straight time rate for extra hours worked on these duties.

14.07 (1) Provided it is essential that an employee travel outside his regular hours and provided his classification is listed on the Schedule of Classes

Eligible for Overtime (Supplement #2) he shall, at the Employer's discretion, be paid for these hours or granted time off in lieu at regular straight time rates.

(2) For purposes of this section travel does not include travel to and from a normal place of work and the employee's residence.

14.08 Except as provided in 14.04, 14.05, 14.06, 14.07, 14.10 or 14.11 an employee whose classification is listed in the Schedule of Classes Eligible for Overtime (Supplement #2):

(a) who works in excess of his daily hours of work shall be compensated, in accordance with 14.09, at one and one half (1½) times his regular hourly rate of pay for the first four hours and at double his regular hourly rate of pay for extra hours worked in excess of four (4) hours;

(b) who works his day(s) of rest shall be compensated, in accordance with 14.09, at one and one half (1½) times his regular hourly rate of pay, except where total hours of overtime worked in that week exceed twenty hours, in which case the employee shall be compensated at double his regular hourly rate of pay for those overtime hours worked in excess of twenty (20).

14.09 An employee who works overtime hours pursuant to Section 14.08 or 14.10 may be granted, at the discretion of the Employer, premium pay or equivalent time off. Equivalent time off shall be granted within the next forty-four (44) work days, except that this time limit may be extended by:

(a) the employee upon request; or

(b) the Employer when the appointment of the employee is related to a recognized operational period of less than twelve (12) months,

but in either case the time off in lieu must be taken within a twelve (12) month period.

14.10 A stage crew employee of the Provincial Auditoriums:

(a) who works in excess of twelve (12) hours on a work day shall be compensated at one and one half (1½) times his regular hourly rate of pay for the first four (4) hours and at double his regular hourly rate thereafter;

(b) who works on his day(s) of rest shall be compensated at one and one half (1½) times his regular hourly rate, except where total weekly hours of overtime exceed twenty (20) hours in which case the employee shall be compensated at double his regular hourly rate of pay for those overtime hours worked in excess of twenty (20)

14.11 An employee in the classifications of Houseparent I and II employed at the Alberta School for the Deaf shall be compensated for overtime:

(a) on a daily basis from Monday to Friday inclusive at one and one half (1½) times his regular hourly rate of pay for the first four (4) hours of overtime worked in excess of nine (9) hours and at double his regular hourly rate thereafter,

(b) on a weekly basis at one and one half (1½) times his regular hourly rate of pay for the first twenty (20) hours of overtime worked in excess of forty-five (45) hours and at double his regular hourly rate thereafter, and

(c) on a weekly basis pursuant to subsection (b) when he works a weekend shift in excess of nine (9) hours.

14.12 Overtime payment or compensatory time off shall be calculated to the nearest half (½) hour and shall not be allowed twice for the same hours.

14.13 Where an employee is authorized compensatory time off in lieu of overtime pay, he shall be so notified at least one (1) full work day before the

work day on which the time off is to be taken.

14.14 Overtime pay shall be calculated from the annual salary rate in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.

ARTICLE 14 A

Shift Differential

14A.01 An employee who occupies a position in a class that is allocated to the Schedule of Classes Eligible for Shift Differential (Supplement No. 2A) shall receive the following shift premium in addition to his regular rate of pay:

(a) twelve (12) cents per hour worked for the evening shift, and

(b) sixteen (16) cents per hour worked for the night shift.

14A.02 For the purposes of this Article, an evening shift shall be defined as one which commences at or between 3:00 p.m. and 9:59 p.m. and a night shift shall be defined as one which commences at or between 10:00 p.m. and 2:01 a.m.

14A.03 At no time shall shift differential be included with the employee's regular rate of pay for purposes of computing overtime payments, other premium payments or any employee benefits.

ARTICLE 15

Call-Back Pay

15.01 When an employee whose position falls within the Schedule of Classes Eligible for Overtime (Supplement No. 2) is called back to work outside of scheduled working hours, he shall be paid not less than two (2) hours' overtime. This Article shall not apply when an employee is engaged in work where the hours are irregular and uncontrolled or unsupervised.

ARTICLE 16

Stand-By Pay

16.01 When an employee whose position falls within the Schedule of Classes Eligible for Overtime (Supplement No. 2) is required to be immediately available to return to work during a period in which he is not on regular duty, he shall be paid the amount of:

(a) five ($5.00) dollars for all "on call" duty of twenty-four (24) hours or less that occurs during a normal work day, and

(b) ten ($10.00) dollars for all "on call" duty of twenty-four (24) hours or less that occurs on his normal day of rest or a Paid Holiday as listed in Section 19.01 of Article 19.

16.02 When an employee is brought back to work during a stand-by period Section 16.01 shall not apply and the employee shall be deemed to be working overtime and shall be paid not less than two (2) hours' overtime.

16.03 Article 16 shall not apply when an employee is engaged in work when the hours are irregular and uncontrolled or unsupervised.

ARTICLE 17

Northern Allowance Pay

17.01 An employee occupying a permanent position who is required to be employed on a full time basis at a location in the Province of Alberta north of the fifty-seventh parallel of north latitude shall be paid in addition to his basic salary a northern allowance of twenty-five ($25.00) dollars for each full month served. An employee who

(a) commences employment on or before the 15th day of the month, or

(b) terminates employment on or after the 15th day of the month

shall be considered to have worked a full month for the purpose of Section 17.01.

ARTICLE 18

Probationary Period

18.01 The probationary appointment of an employee to a permanent position shall not exceed six (6) continuous months for classes of positions listed in Supplement No. 1, or twelve (12) continuous months for all other positions; provided a department may extend the probationary appointment for a further period or periods each not exceeding six (6) months and not exceeding one (1) year in total.

18.02 Pursuant to Section 18.01, the Employer will notify the employee in writing of an extension of his probationary period and shall give the reason(s) for the extension. In addition, the Employer may also supply the employee with suggestions on how he may improve so that it may be possible for him to become a suitable permanent employee.

18.03 At any time during the probationary period the Employer may terminate the employment of an employee and there shall be no recourse to the grievance procedure.

ARTICLE 19

Paid Holidays

19.01 Employees are entitled to the following holidays with pay:

New Year's Day
Good Friday
Easter Monday
Victoria Day
Canada Day
Civic Holiday (1 Day)
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day

19.02 Civic Holiday — if a municipality does not proclaim a Civic Holiday as specified in Section 19.01 and Provincial Government offices in that municipality are not closed, the Employer shall grant an employee either

(a) a day off in lieu with pay at his regular rate at a time specified by the Employer, or

(b) a day's pay at his regular rate.

19.03 An employee who is required to be on duty on any declared paid holiday shall be allowed equivalent time off at a time authorized by the Employer.

ARTICLE 20

Paid Holiday on Regular Day Off

20.01 When a day designated as a paid holiday under Article 19 falls on an employee's regular day off, he shall be granted by the Employer either

(a) a day off in lieu with pay at his regular rate, or

(b) pay at his regular rate for the holiday.

ARTICLE 20 A

Paid Holiday on a Regular Work Day

20A.01 When an employee's regular day of work falls on a paid holiday as defined under 20A.02 he will receive:

(a) pay at one and one half (1½) times his regular rate for the hours worked and

(b) one day off with pay at his regular rate.

20A.02 For purposes of this Article paid holidays are defined as:

New Year's Day
Good Friday
Canada Day
Christmas Day
Boxing Day

ARTICLE 21

Annual Vacation Leave

21.01 An employee shall not take vacation leave without prior authorization from the Employer.

21.02 An employee (an exception being teachers and instructors covered by Article 41) covered by this Agreement shall be entitled to vacation with pay as follows:

(a) an employee who has completed twelve (12) full calendar months' service as of December 31st, shall receive fifteen (15) work days' vacation,

(b) an employee who has completed fifteen (15) years' service as of December 31st, shall in the subsequent year(s) receive twenty (20) work days' vacation.

(c) an employee who has completed less than twelve (12) full months' service as of December 31st, shall receive one and one-quarter (1¼) work days' vacation for each full calendar month worked from the commencement of his service; provided that when employment has commenced on the first work day of a month that month shall be considered as a full calendar month.

21.03 If one or more paid holidays falls during an employee's annual vacation period, another day or days may be added at the end of the vacation period or as may be authorized by the Employer.

21.04 An employee shall earn vacation leave pursuant to Section 21.02 when authorized the following absences:

(a) financially assisted Education Leave;

(b) sick leave for the first forty-four (44) consecutive work days;

(c) any other leave of absence with or without pay for the first twenty-two (22) work days.

21.05 Where an employee is allowed to take any leave of absence, other than sick leave in conjunction with a period of vacation leave, the vacation leave shall be deemed to precede the additional leave of absence, except in the case of maternity leave which may be authorized before or after vacation leave.

21.06 An employee who terminates his service or who is terminated, shall receive vacation pay in lieu of such vacation earned but not taken.

21.07 The Employer shall, subject to the operational requirements of the department, make every reasonable effort to grant an employee, upon request, at least two (2) weeks of his annual vacation entitlement during the summer months.

ARTICLE 22

Casual Illness

22.01 "Casual Illness" means an illness which causes an employee to be absent from duty for a period of three (3) consecutive work days or less, and includes dental treatment involving an absence of one-half (½) day or longer which has been given prior authorization by the Employer.

22.02 Leave with pay for casual illness shall not be allowed in the first month of employment.

22.03 Leave with pay for casual illness may be granted at the discretion of the Employer in the second and subsequent months of the first year of employment as follows:

(a) in the second month — one (1) work day,

(b) in the third month — two (2) work days if no leave with pay for casual illness was granted in the second month,

(c) in subsequent months leave with pay may be granted for all or part of the period of casual illness as defined by Section 22.01.

provided that the total period does not exceed

(i) three (3) work days in the first four (4) months,

(ii) four (4) work days in the first five (5) months,

(iii) five (5) work days in the first six (6) months,

(iv) six (6) work days in the first seven (7) months,

(v) seven (7) work days in the first eight (8) months,

(vi) eight (8) work days in the first nine (9) months,

(vii) nine (9) work days in the first ten (10) months,

(viii) ten (10) work days in the first eleven (11) months,

(ix) ten (10) work days in the first twelve (12) months.

22.04 In the second and subsequent years of employment leave may be granted, or part thereof, to a maximum of ten (10) work days.

22.05 Unused casual sick leave benefits may be added to general sick leave benefits in the amounts shown as follows:

(a) in the first year of employment, three (3) days effective on or after the first day of the tenth month;

(b) in the second to fifteenth years of service, at the rate of one (1) day per month effective on or after the first day of the third month.

22.06 This Article is subject to Article 24.

ARTICLE 23

General Illness

23.01 "General Illness" means an illness which causes an employee to be absent from duty for a period of more than three (3) consecutive work days.

23.02 (1) After the first three (3) months of employment, leave of absence with pay in each year of employment is allowable on account of general illness as follows:

(a) in the first year of employment, one (1) day for each month worked up to a total of six (6) work days with full pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (a).

(b) in the second year of employment, twelve (12) work days with full pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(c) in the third year of employment, twenty-five (25) work days with full pay, twenty-two (22) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(d) in the fourth year of employment, thirty-five (35) work days with full pay, ten (10) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(e) in the fifth year of employment, forty-seven (47) work days with full pay, six (6) work days with half pay plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(f) in the sixth to tenth years of employment, not more than sixty-five (65) work days with full pay and not more than sixty-five (65) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(g) in the eleventh to fifteenth years of employment, not more than sixty-five (65) work days with full pay and not more than one-hundred and ninety-five (195) work days with half pay, plus provision to use casual sick leave entitlement pursuant to Article 22, subsection 22.05 (b).

(h) in the sixteenth to twentieth years of employment, not more than one-hundred and thirty (130) work days with full pay and not more than one-hundred and thirty (130) work days with half pay.

(i) in the twenty-first and subsequent years of employment, not more than one-hundred and ninety-five (195) work days with full pay and

not more than sixty-five (65) work days with half pay.

(j) for the purpose of Section 23.02 "employment" includes salaried employment and also any prior employment on wages provided that there is no break in government service.

23.03 As a consequence of the extensive changes negotiated on general illness, the Employer shall retain the full amount of any premium rebate allowable on unemployment insurance by the Unemployment Insurance Commission.

23.04 Notwithstanding Article 22 or Section 23.02, an employee is not eligible to receive sick leave benefits under this Article or Article 22, if

(a) the absence is due to an injury while in the employ of any other Employer, nor is he eligible for any sick leave benefits for any subsequent absences caused by that injury, or

(b) the absence is due to pregnancy or a self-inflicted injury.

23.05 When a day designated as a paid holiday under Article 19 falls within a period of general illness it shall be debited as a day(s) of general illness and under no circumstances shall an employee be authorized both a day(s) of general illness and a holiday(s) for the same day(s).

23.06 This Article is subject to Article 24.

ARTICLE 24

Proof of Illness

24.01 The Employer may request a medical certificate in respect of any absence taken under Article 22.

24.02 The Employer shall request a medical certificate for any absence under Article 23.

24.03 The Employer may require that an employee be examined by a medical board

(a) in the case of prolonged or frequent absence due to general illness, or

(b) when it is considered that an employee is unable to satisfactorily perform his duties due to disability or illness.

24.04 Pursuant to Section 24.03, if requested, an employee shall be entitled to have his personal physician or another physician of his choice be a member of the medical board or to act as his counsel before the medical board. Expenses incurred under this Section shall be paid by the employee.

ARTICLE 25

Family Illness

25.01 An employee may be granted leave with pay (or part thereof) for a period of one (1) work day if there is an illness in his immediate family and in addition may be granted up to two (2) days for travel, where long distances or travel from isolated areas are involved, and shall be paid his regular pay for those travel day(s) which are not regularly scheduled days of rest. Immediate family shall mean: wife, husband, son, daughter, mother and father.

25.02 A leave of absence granted to an employee under Section 25.01 shall be only for the purpose of making arrangements for the care of the person that is ill.

ARTICLE 26

Bereavement Leave

26.01 In the event of the death of a member of an employee's immediate family, the employee shall be allowed leave with pay for a period of up to three (3) consecutive working days. In addition, he may be granted up to two (2) days for travel and shall be paid for those travel day(s) which are not regularly scheduled days of rest.

26.02 Members of the employee's immediate family are defined as the employee's spouse, parent, guardian, parent-in-law, grandparent, son, daughter, brother, sister or the husband or wife of any of them and grandchildren.

ARTICLE 27

Maternity Leave

27.01 An employee shall be granted leave without pay for maternity reasons for a period not exceeding six (6) months from the date of leaving to the date of return provided that she has completed one (1) year of continuous service at the time of application and that she applies three (3) months prior to her scheduled date of confinement.

27.02 An employee granted leave without pay pursuant to section 27.01 shall be granted a minimum of seventeen (17) weeks, except where a shorter period is agreed to by the Employer and the employee.

27.03 An employee granted leave without pay for maternity reasons pursuant to Section 27.01 shall be returned to her former position or be placed in another position at a comparable salary level within the same department upon her return to work.

27.04 The Employer shall determine the date that maternity leave commences, except where the employee presents a medical certificate which indicates the maternity leave must be commenced earlier than the date authorized by the Employer, in which case, the maternity leave shall be commenced on the date indicated on the medical certificate.

27.05 An employee who has completed one (1) year of continuous service and resigns for maternity reasons and who is re-employed in any capacity within six (6) months from the date of her resignation shall be considered to have been on leave without pay but for the purpose of vacation leave shall be treated like a new employee.

ARTICLE 27A

Time Off for Disaster Conditions

27A.01 An employee shall be granted leave of absence with pay up to two (2) work days for a critical condition which requires his personal attention in a disaster (flood, fire, etc.) which cannot be served by others or attended to by the employee at a time when he is normally off duty.

ARTICLE 28

Change of Domicile

28.01 An employee who maintains a self-contained household, and who changes his place of residence which necessitates the moving of his household effects during his normal working hours may, for the purpose of moving his household effects, be granted one (1) work day's leave with pay.

ARTICLE 29

Court Leave

29.01 When an employee is summoned to appear in court in his official capacity to give evidence or to produce government records, he shall be allowed leave with pay, but any witness fee receivable by him shall be paid to the employing department.

29.02 When an employee is summoned to appear in court as a witness in his private capacity

(a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any witness fee receivable by him shall be paid to the employing department,

(b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the employing department, but any witness fee receivable by him shall be paid to the employing department.

ARTICLE 30

Leave on Election Days

30.01 The Employer will ensure that any employee eligible to vote on either a National Election or a Provincial or Municipal plebiscite or referendum shall have the necessary time off in

which to vote in accordance with the appropriate Act.

ARTICLE 31

Workmen's Compensation

31.01 If an employee sustains an injury in the course of his duties with the Government of Alberta and is eligible to receive Workmen's Compensation, he shall be paid his regular full salary for his total period of sick leave entitlement on full and half pay, and if the employee is unable to return to work when this period expires, he shall then be paid according to the rate prescribed by the Workmen's Compensation Act.

31.02 Payments made in respect to absences under this clause shall not reduce the employee's sick leave entitlement.

ARTICLE 31 A

Safety and Protective Clothing

31A.01 The Employer agrees to adhere to such safety measures and shall provide protective clothing in accordance with Workmen's Compensation Safety Regulations Governing General Accident Prevention issued pursuant to the Workmen's Compensation Act.

ARTICLE 32

Grievance Procedure

32.01 Definitions:

(a) "Days" means calendar days,

(b) "Employer" means the deputy head of the employing department or his representative for the purpose of this Article.

(c) "Probationary Employee" means an employee who occupies an established position for a trial period and who has no recourse to the grievance procedure on dismissal.

32.02 When a grievance arises it shall be dealt with in the manner outlined in the following sections, except that a grievance may not be presented on a matter where an appeal procedure is already provided by or under an Act, including but not limited to

(a) the classification process, or

(b) the evaluation of an instructor's or teacher's preparation.

32.03 Designated Officers

The Deputy Head shall advise all employees in his department by poster, or by some other appropriate means of notification, as to the name and title of the designated officer at each level in the grievance procedure.

32.04 Informal Discussion

An employee should first discuss the subject of the proposed grievance with his immediate supervisor in an attempt to resolve the matter.

32.05 Level 1

(a) An employee who wishes to pursue a grievance must submit it in writing within fourteen (14) days of the date upon which the subject of the grievance occurred. The grievance must be submitted to his immediate supervisor, except that where it is impractical to submit it to the immediate supervisor, it may be sent by registered mail directly to the designated officer at Level 1.

(b) A grievance shall be normally presented upon the Official Grievance Form, provided that a grievance shall not be deemed invalid by reason of the fact that it is not in accordance with the prescribed form.

(c) The immediate supervisor shall

(i) forward the grievance to the designated officer authorized to reply at level 1, or

(ii) reply to the grievance directly if he is the designated officer.

(d) The designated officer at level 1 shall normally submit a written reply to the employee within

fourteen (14) days of the submission of the grievance.

32.06 Level 2

(a) When an employee is not satisfied with the answer or settlement he received from the designated officer at level 1 he may, if he has the approval of the Association, submit his grievance to the designated officer at level 2 either directly or, where practical, through his immediate supervisor.

(b) A submission at level 2 must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at level 1, or

(ii) if the designated officer at level 1 fails to submit the written reply within the time limit specified in subsection (d) of Section 32.05, within fourteen (14) days after the expiry of that time.

(c) The designated officer at level 2 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance at level 2 and shall submit a copy of his reply to the Association.

32.07 Level 3

(a) When an employee is not satisfied with the answer or settlement he received from the designated officer at level 2 he may, if he has the approval of the Association, submit his grievance to the designated officer at level 3 either directly or, where practical, through his immediate supervisor.

(b) A submission at level 3 must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at level 2, or

(ii) if the designated officer at level 2 fails to submit the written reply within the time limit specified in subsection (c) of Section 32.06, within fourteen (14) days after the expiry of that time.

(c) The designated officer at level 3 shall normally submit a written reply to the employee within fourteen (14) days of the submission of the grievance at level 3 and shall submit a copy of his reply to the Association.

(d) For the purpose of this procedure, the decision given by the designated officer at this level shall be final and binding upon the employee unless the grievance is a "class of grievance" that may be referred to the Public Service Grievance Board pursuant to subsection (a) (i) and (ii) of Section 32.08.

32.08 Level 4

(a) If an employee is not satisfied with the answer or settlement he received from the designated officer at level 3, he may submit his grievance to the Chairman of the Grievance Board, provided that

(i) it is a grievance on the application, interpretation or alleged violation of the Articles of this Collective Agreement or on a disciplinary action resulting in dismissal, suspension, demotion or a financial penalty, and

(ii) he has the approval of and is represented by the Association, except in the case of dismissal where neither Association approval nor representation is mandatory.

(b) A submission to the Chairman of the Grievance Board must be made

(i) within fourteen (14) days of the receipt of the reply of the designated officer at level 3, or

(ii) if the designated officer at level 3 fails to submit the written reply within the time limit specified in subsection (c) of Section 32.07, within fourteen (14) days after the expiry of that time.

32.09 Time Limits

(a) Subject to subsection (d), if an employee does not submit a grievance to the next higher level within the time limits stipulated in Section 32.05, 32.06, 32.07, 32.08 or 32.10 as the case may be, then the grievance shall be deemed to be abandoned and all rights of recourse to the grievance procedure for that particular grievance shall be at an end.

(b) When it is necessary to use the postal service to process a grievance, all correspondence between the Employer and employee shall be by registered mail.

(c) When a grievance is processed by registered mail, the grievance shall be deemed to have been submitted on the day on which it is postmarked and it shall be deemed to have been received by the designated officer on the day it is delivered. Similarly, the designated officer shall be deemed to have submitted a reply at any level on the date on which the letter containing the reply is postmarked; the time limit within which the employee may submit his grievance at the next higher level shall be calculated from the date on which the designated officer's reply was delivered to the address shown on the grievance form.

(d) The time limits between levels may be extended by mutual agreement of the Employer and the Association.

32.10 Variance from Normal Grievance Procedure

(a) A grievance may initially be presented beyond level 1 with the approval of the deputy head, where the deputy head is of the opinion that

(i) the nature of the grievance is such that a decision cannot be given below a particular level of authority, or

(ii) the organization of the department makes it impossible to process a grievance through each level of the procedure.

(b) In the case of a dispute arising from **Demotion, Suspension or Dismissal**, the grievance shall initially be presented at level 3 except where the Employer notifies the employee involved in the dispute that he may present his grievance at level 4.

(c) When the Association refuses to represent a dismissed employee, the employee may present his own case at level 3 or 4 or he may arrange to have someone else represent him.

(d) When it is decided that a grievance will be heard initially at level 3 or 4 pursuant to clause (b) a submission to level 3, or level 4 if appropriate, must be made by the employee within fourteen (14) days of receipt of the written communication notifying him of the demotion, suspension or dismissal.

(e) When a grievance is heard initially at level 3 pursuant to clause (b) and the employee is not satisfied with the answer or settlement, he may submit his grievance to level 4, but such submission must be made within fourteen (14) days of receipt of the written decision of the designated officer at level 3.

32.11 Meetings During Grievance Procedure

(a) A liaison officer shall not leave his place of work to discuss a grievance with the Employer or an employee during working hours without first obtaining permission from his immediate supervisor to do so.

(b) Where practical, an employee who wishes to discuss his grievance with the Employer at any level of the grievance procedure shall obtain the permission of his immediate supervisor before leaving his place of work for this purpose and shall report back to his immediate supervisor before resuming his normal duties.

(c) An authorized Association representative shall not enter a place of work to discuss a grievance with an employee or employees without first obtaining permission from the Employer to do so.

(d) Permission requested under subsection (a), (b) or (c) shall not be unreasonably denied.

32.12 Cost of Grievance Board

The cost sharing of the Grievance Board between the parties shall be as stipulated in the Grievance Procedure Regulations.

ARTICLE 33

Parking

33.01 An employee working at an institution not serviced by public transportation shall not be charged a fee for unreserved parking space.

ARTICLE 34

Health Plan Benefits

34.01 Half the premium cost of a family or single contract as prescribed in Section 14. of the Regulations Governing the Payment of Salaries and Administration of Employee Benefits, shall be paid by the Employer and half shall be paid by the employee.

ARTICLE 35

Group Life Insurance

35.01 Participation in the Group Life Insurance Plan is restricted to regular full time salaried employees and participation is a condition of employment for all such employees commenced on or after December 1, 1971.

35.02 The Employer shall pay the total premium cost for $4,000.00 of basic life coverage for an employee who is eligible for the basic life coverage.

35.03 The Employer shall pay eighteen (.18) cents per $1000.00 coverage for an employee who is eligible to participate in the plan and who is not covered by the basic coverage pursuant to Section 35.02.

35.04 The Schedule of Insurance for employees who are eligible to participate pursuant to Section 35.03 shall be two and one half (2½) times regular salary rounded out to the next highest $1000.00, up to a maximum coverage of $30,000.00.

35.05 The provisions of 35.03 and 35.04 shall be effective the first of the month following the date of implementation of the revised Schedule of Insurance.

ARTICLE 35 A

Rates of Pay

35A.01 The rates of pay for the period from January 1, 1973 to December 31, 1973, inclusive, shall be in accordance with Supplements 3, 7 and 10 dated 1973 of this Collective Agreement.

35A.02 The rates of pay for the period from January 1, 1974 to December 31, 1974, inclusive, shall be increased by 6% in accordance with Supplements 3, 7 and 10 dated 1974 of this Collective Agreement.

APPENDIX "A"

Instructors and Teachers

The following Articles in this Appendix are applicable only to Instructors and Teachers.

ARTICLE 36

Interpretation Instructors and Teachers

36.01 Interpretation

(a) "Increment" means the difference between one period and the next period within a pay range.

(b) "Maximum Salary" means the highest salary rate within a pay range.

(c) "Pay Range" means a pay range set out for

(i) instructors in Supplement No. 5, Supplement No. 6 and Supplement No. 7 if applicable, and

(ii) teachers in Supplement No. 8, Supplement No. 9 and Supplement No. 10 if applicable;

exclusive of the long service increment.

(d) "Period" means a salary rate within a pay range.

ARTICLE 37

Application of Salary Ranges and Modifications (Instructors)

37.01 The deputy head may designate, a maximum instructor preparation level for a position, beyond which credit for salary purposes shall not be allowed, and such maximum designation shall be made known to all applicants.

ARTICLE 38

Instructor Review Procedure

38.01 The Public Service Commissioner shall appoint a member of the Instructor Preparation Standards Committee to be the Chairman of all review boards to ensure board decisions comply with the Manual of Instructor Preparation Standards.

38.02 An instructor may, in writing to the chairman, request of the review board a review of any statement of preparation level made by the employing department.

38.03 A review board will be convened provided the case

(a) is not a presentation of information not yet considered by the evaluator for the department, and

(b) is not a second or subsequent attempt to have an evaluation under the same unchanged principles reviewed, and

(c) is challenging the application of the principles, not the wording or philosophy of same, and

the instructor may make a presentation to the board in person.

38.04 The chairman shall notify the deputy head of the employing department and the Civil Service Association of Alberta when a valid request for review has been received and they shall each name to the chairman two members to act on the review board.

38.05 After considering the information presented by or on behalf of the appellant and the evaluator, the board shall within the terms of reference of the Manual of Instructor Preparation Standards, and within sixty (60) calendar days of the receipt of the request, make a decision on the case with respect to the level of the evaluation, and the implementation date if such decision results in a level change.

38.06 The decision of the board under Section 38.05 is final and binding on all concerned during the period which the principle supporting the evaluation remains unchanged.

38.07 When the principles governing evaluation are changed no review will be entertained by the board before the case has been evaluated by the employing department.

ARTICLE 39

Teacher Review Procedure

39.01 If a teacher questions the evaluation of his qualifications he shall obtain an evaluation from the Teacher Salary Qualification Board and the decision of that Board shall be final.

ARTICLE 40

Notice of Resignation and Termination

40.01 A teacher or instructor who resigns from the Public Service shall give in writing a minimum of six (6) weeks' prior notice of his resignation.

40.02 (a) A teacher or instructor who resigns from the Public Service and who does not give notice as required by Section 40.01 shall, in lieu of leave earned but not taken, be paid salary at the rate of

(i) one and one-quarter (1¼) work days, or

(ii) when he has been employed for a period or periods comprising fifteen (15) years or more, at the rate of one and two-thirds (1-2/3) work days,

for each full calendar month employed.

(b) A teacher or instructor who has permanent appointment and fails to provide ten (10) work days' prior written notice of resignation shall forfeit from his final salary payment or pension contributions refund the amount of salary representative of the number of days by which notice falls short of ten (10) work days.

40.03 If a teacher or instructor resigns from the Public Service while on vacation leave or within twenty-two (22) work days of returning from vacation leave, and does not give notice as required by Section 40.01, his entitlement for the period of work in respect of which that vacation leave was granted may be recalculated at the rate prescribed by Section 40.02 and any over-payment to the employee as determined by such recalculation shall be recoverable by the Provincial Treasurer and may be forfeited from any final salary payments or pension refund.

ARTICLE 41

Vacation Leave

41.01 For the purpose of this Article the following definitions apply:

(a) "Full week" means any five (5) days worked. For purposes of this definition a paid holiday specified in Article 19 shall be considered a day worked provided the work day immediately preceding or following it is worked.

(b) "Instructor" includes all positions allocated to a class in the Instructor Class Series not receiving the "V" modifier as defined in Supplement No. 6 of this Agreement.

(c) "Principal" means

(i) The Medical Superintendent of the Alberta School Hospital, Red Deer;

(ii) the President of an Institute of Technology, the Supervisor of a Vocational School or the Principal of an Agricultural and Vocational College established under the Department of Advanced Education;

(iii) The Superintendent of the School for the Deaf;

(iv) The Superintendent of an institution or the Warden of a provincial gaol established under the Attorney General's Department;

(v) such officials as may be designated by the deputy head of the employing department in cases not covered by sub-clauses (i) - (iv) inclusive.

(d) "Teacher" includes all positions allocated to a class in the Teacher Class Series, except those employed by the Correspondence School Branch, and includes those at the Alberta Hospital, Red Deer classified as Educational Therapist or Sense Training Therapist.

(e) "Work day" means any day other than

(i) a Saturday

(ii) a Sunday, or

(iii) a paid Holiday specified in Article 19.

41.02 Each teacher and instructor shall

(a) earn vacation at the rate of one (1) work day for each full week worked, and

(b) subject to Article 40 be paid for any leave earned but not taken at the time of termination.

41.03 Notwithstanding Section 41.02 (a) a Principal may require that an instructor forfeit a portion of leave, to a maximum of one half (½) of the entitlement specified in Section 41.02 (a), to complete an inservice training course in pedagogy, provided that the period of training shall be considered as time worked for the purpose of earning further vacation leave.

41.04 Section 41.03 may be invoked for one (1) period of training only.

41.05 A teacher or instructor on financially assisted education leave shall receive vacation entitlement at the rate of

(a) one and one-quarter (1¼) work days for each full month on such leave for employees with less than fifteen (15) years of service, and for any residual period of less than one (1) full month, one half (½) work day for each full week, not to exceed a total of one and one-quarter (1¼) work days per month, or

(b) one and two-thirds (1-2/3) work days for each full month on such leave for employees with fifteen (15) or more years of service, and for any residual period of less than one (1) full month, one half (½) work day for each full week, not to exceed a total of one and two-thirds (1-2/3) work days per month.

41.06 Leave shall be taken at such time as may be approved by the Principal or such officials as the Principal may designate.

41.07 When an employee is transferred to a position entitled to vacation under this Article any vacation leave entitlement earned under Article 21 shall remain in effect until taken and leave under this Article shall be earned on and from the date of transfer.

41.08 When a teacher or instructor is transferred to a position not entitled to vacation under this Article any entitlement earned under this Article shall remain in effect until taken and leave under Article 21 shall be earned on and from the date of transfer.

41.09 Vacation leave entitlement shall be earned during the first forty-four (44) consecutive work days of authorized sick leave but no such entitlement shall be earned in respect of the remainder of each such period of leave.

41.10 Unless otherwise provided for in this Article vacation leave shall be earned during the first five (5) work days taken as

(a) authorized leave with or without pay, or

(b) vacation taken as single days, or at a time other than in conjunction with the major portion of vacation,

but no vacation leave entitlement shall be earned in respect of any additional such leave during each academic year.

41.11 No vacation leave entitlement shall be earned while on Foreign Service.

41.12 No vacation leave entitlement shall be earned during any period of vacation taken except as provided by subsection (a) of Section 40.02 and/or subsection (b) of Section 41.10 or Article 41A.

ARTICLE 41 A

Christmas Leave

41A.01 Instructors, Teachers and Educational Therapists shall be granted the work days between Boxing Day and New Year's Day as Christmas leave or pay at regular straight time rates in lieu thereof if required to work on those days.

41A.02 Annual vacation leave entitlement shall not be reduced by the taking of Christmas leave.

DURATION OF AGREEMENT

(a) The duration of this Agreement shall be from April 1, 1973 to December 31, 1974 and from year to year thereafter until notice is served by either Party pursuant to Section 27 of the Public Service Act.

(b) Where notice is served by either party under the provisions of Section 27 of the Act, this Agreement shall continue in effect until

(i) settlement is agreed upon and a new Agreement signed, or

(ii) if settlement is not agreed upon, then this Agreement shall remain in effect until a new Agreement is signed in accordance with the provisions of the Public Service Act.

(c) The attached supplements shall form part of this Agreement.

In witness whereof the Minister for Personnel has hereunto set his hand for and on behalf of Her Majesty in the Right of the Province of Alberta, and the President of the Civil Service Association of Alberta has hereunto set his hand for and on behalf of the Civil Service Association of Alberta.

WITNESS

WITNESS

MINISTER FOR PERSONNEL

PRESIDENT, CIVIL SERVICE ASSOCIATION OF ALBERTA

SUPPLEMENT NO. 1

CLASSES IN WHICH THE PROBATIONARY PERIOD IS 6 MONTHS

ADMINISTRATIVE AND ADMIN SUPPORT DIV

Class

0002 - Junior Clerk
0003 - Clerk I-II
0020 - Junior Clerk Typist
0021 - Clerk Typist I-II
0031 - Clerk Stenographer I-II
0040 - Medical Records Librarian I
0051 - Switchboard Operator
0054 - Postal Clerk I
0501 - Stores Clerk
0503 - Stockkeeper I
0701 - Museum Aide
0731 - Comptometer Operator
0735 - Book-keeping Machine Operator I
0750 - Posting Machine Operator
0753 - Key Punch Trainee
0755 - Key Punch Operator
0764 - Unit Record Operator I
0776 - Magnetic Tape Librarian I
0779 - Computer Assistant I
0801 - Duplicating Equipment Operator I
0811 - Photoprinter I
0821 - Paper Cutter
0823 - Bindery Clerk I
6403 - Film Censor Board Member
7001 - Court Orderly I
7011 - Judicial Clerk I
7203 - Land Titles Writer

TECHNICAL DIVISION

Class

1309 - Technologist I
2325 - Aerial Photographic Processor I
9534 - Laboratory Technician I
9535 - Laboratory Technician II
9565 - Mobile X-Ray Clinic Operator I
9571 - X-Ray Technician I

TRADES AND RELATED SERVICES DIV

Class

2023 - Stage Electrician I
2029 - Sign Painter and Designer
2037 - Control Fitter I
2105 - Power Plant Eng Trainee
2106 - Power Plant Eng (4 Class)
2107 - Asst Chief Power Plant Eng (4 Class)
2111 - Power Plant Eng (3 Class)
2112 - Power Plant Eng (2 class)
2118 - Asst Chief Power Plant Eng (3 Class)
2119 - Asst Chief Power Plant Eng (2 Class)
2612 - Maintenance Service Worker I
2613 - Maintenance Service Worker II
2614 - Maintenance Service Worker III
2615 - Maintenance Tradesman IA
2616 - Maintenance Tradesman IB

INSPECTIONAL, REGULATORY AND FIELD SERVICES DIVISION

Class

2203 - Radio Operator
4101 - Wildlife Culturist I
4104 - Fish Culturist I
4441 - Livestock Brand Inspector I
6202 - Driver Examiner Trainee
6203 - Driver Examiner I
6210 - Driver Instructor
7005 - Sheriff's Bailiff

GENERAL SERVICES DIVISION

Class

0744 - Office Equipment Mechanic I
2303 - Projectionist
2540 - Chauffeur
2544 - Mobile Drill Operator
2545 - Automotive Equipment Operator I
3002 - Light Duty Caretaker
3003 - Caretaker
3011 - Elevator Operator
3013 - Building Patrol Officer
3017 - Guide
3025 - Museum Security Officer
3101 - Groundsworker
3111 - Farm Worker I
6417 - Fuel Tax Dye Worker

PARA-MEDICAL AND PATIENT SUPPORT SERVICES DIVISION

Class

9164 - Child Care Attendant
9165 - Houseparent I
9173 - Institutional Aide I
9401 - Institutional Service Worker I

9403 - Institutional Service Worker II
9405 - Cleaning Porter
9421 - Kitchen Helper
9423 - Cook I
9431 - Meat Cutter
9433 - Baker I
9451 - Laundry Washer
9463 - Garment Worker I
9470 - Hairdresser
9481 - Shoemaker
9482 - Barber
9483 - Tailor
9511 - Dental Assistant

SUPPLEMENT NO. 2

SCHEDULE OF CLASSES ELIGIBLE FOR OVERTIME

ADMINISTRATIVE AND ADMIN SUPPORT DIVISION

Class
0002 — Junior Clerk
0003 — Clerk I - II
0005 — Clerk III
0006 — Clerk IV
0007 — Clerk V
0020 — Junior Clerk Typist
0021 — Clerk Typist I - II
0023 — Clerk Typist III
0031 — Clerk Stenographer I - II
0033 — Clerk Stenographer III
0040 — Medical Records Librarian I
0042 — Medical Records Librarian II
0051 — Switchboard Operator
0054 — Postal Clerk I
0055 — Postal Clerk II
0056 — Postal Clerk III
0501 — Stores Clerk
0503 — Stockkeeper I
0504 — Stockkeeper II
0505 — Stockkeeper III
0701 — Museum Aide
0731 — Comptometer Operator
0735 — Bookkeeping Machine Operator I
0736 — Bookkeeping Machine Operator II
0750 — Posting Machine Operator
0753 — Key Punch Trainee
0755 — Key Punch Operator
0758 — Key Punch Supervisor I
0764 — Unit Record Operator I
0765 — Unit Record Operator II
0766 — Unit Record Operator III
0776 — Magnetic Tape Librarian I
0779 — Computer Assistant I
0780 — Computer Assistant II
0801 — Duplicating Equipment Operator I
0802 — Duplicating Equipment Operator II
0803 — Duplicating Equipment Operator III
0811 — Photoprinter I
0812 — Photoprinter II
0813 — Photoprinter III
0821 — Paper Cutter
0823 — Bindery Clerk I
0824 — Bindery Clerk II
4446 — Brand Recorder
7001 — Court Orderly I
7002 — Court Orderly II
7011 — Judicial Clerk I
7012 — Judicial Clerk II
7203 — Land Titles Writer
7205 — Land Titles Examiner
8005 — Welfare Hostel Worker

Treasury Branch Classes

T064 — Administrative Officer I
T090 — Accounting Clerk III
T091 — Accounting Clerk II
T092 — Accounting Clerk I
T100 — Utility Clerk
T110 — Clerk Typist (Switchboard Op.)
T120 — Stenographer IV
T140 — Stenographer III
T160 — Stenographer I - II
T170 — Clerk Typist
T190 — Stationery Manager
T191 — Assistant Stationery Manager
T210 — Stores Clerk
T220 — Clerk Stationery
T325 — Assistant Inspector
T425 — Accountant
T430 — License Department Supervisor
T440 — Assistant Accountant
T450 — Current Account Supervisor
T460 — Proof Supervisor
T490 — Utility Clerk
T510 — Teller
T515 — Proof Machine Operator
T520 — Posting Machine Operator
T535 — Junior Clerk
T540 — Ledgerkeeper

TECHNICAL DIVISION

Class
0603 — Illustrator
0607 — Artist
0657 — Library Technician
0702 — Museum Technician I

0703 — Museum Technician II
0705 — Museum Display Artist I
0716 — Archives Technician I
0717 — Archives Technician II
0787 — Programmer
1108 — Specification Writer
1120 — Architectural Artist
1302 — Environmental Engineer Tech.
1303 — Aeronautical Engineering Tech.
1304 — Educational Lab Technician
1307 — Audio Visual Aids Technician
1309 — Technologist I
1310 — Technologist II
1311 — Technologist III
2208 — Communications Technician
2213 — Electronics Technician I
2214 — Electronics Technician II
2215 — Electronics Technician III
2221 — Emergency Measures Comm. Tech.
2307 — Audio Technician I
2308 — Audio Technician II
2310 — Photographer I
2311 — Photographer II
2313 — Film Editor and Color Tech
2314 — Motion Picture Photographer I
2315 — Motion Picture Photographer II
2325 — Aerial Photographic Processor I
2327 — Aerial Photographic Processor II
4466 — Horticulture Technician I
4467 — Horticulture Technician II
9513 — Dental Auxiliary
9532 — Medical Laboratory Tech. I
9533 — Medical Laboratory Tech. II
9534 — Laboratory Technician I
9535 — Laboratory Technician II
9536 — Laboratory Technician III
9571 — X-Ray Technician I
9573 — X-Ray Technician II
9581 — Electroencephalograph Technician

TRADES AND RELATED SERVICES DIVISION

Class

2013 — Stage Carpenter I
2014 — Stage Carpenter II
2023 — Stage Electrician I
2024 — Stage Electrician II
2029 — Sign Painter and Designer
2037 — Control Fitter I
2038 — Control Fitter II
2105 — Power Plant Eng. Trainee
2106 — Power Plant Engineer (4th Class)
2111 — Power Plant Engineer (3rd Class)
2112 — Power Plant Engineer (2nd class)
2205 — Engine Generator Technician
2551 — Forestry Equipment Artisan
2612 — Maintenance Service Worker I
2613 — Maintenance Service Worker II
2614 — Maintenance Service Worker III
2615 — Maintenance Tradesman IA
2616 — Maintenance Tradesman IB
2617 — Maintenance Tradesman IIA
2618 — Maintenance Tradesman IIB

INSPECTIONAL, REGULATORY AND FIELD SERVICES DIVISION

Class

2203 — Radio Operator
2204 — Forest Communications Off.
6202 — Driver Examiner Trainee
6203 — Driver Examiner I
6204 — Driver Examiner II
8203 — Correction Officer I
8204 — Correction Officer II

GENERAL SERVICES DIVISION

Class

0744 — Office Equip. Mechanic I
0745 — Office Equip. Mechanic II
0746 — Office Equip. Mechanic III
2303 — Projectionist
2544 — Mobile Drill Operator
2545 — Automotive Equip. Operator I
2546 — Automotive Equip. Operator II
2547 — Automotive Equip. Operator III
2548 — Deep Mobile Drill Operator
3002 — Light Duty Caretaker
3003 — Caretaker
3004 — Caretaker Foreman I
3007 — Caretaker Supervisor I
3011 — Elevator Operator
3013 — Building Patrol Officer
3014 — Museum Security Supervisor
3017 — Guide
3025 — Museum Security Officer
3101 — Groundsworker
3103 — Gardener I
3104 — Gardener II
6417 — Fuel Tax Dye Worker

PARA-MEDICAL AND PATIENT SUPPORT SERVICES DIVISION

Class

8103 — Rehabilitation Counsellor I
8104 — Rehabilitation Counsellor II
8107 — Child Therapy Counsellor I
9164 — Child Care Attendant
9165 — Houseparent I

9166 — Houseparent II
9173 — Institutional Aide I
9174 — Institutional Aide II
9176 — Psychiatric Nurse I
9177 — Psychiatric Nurse II
9184 — Nurse I
9185 — Nurse II
9140 — Social Hygiene Clinic Nurse
9301 — Occupational Therapy Aide
9340 — Recreational Therapy Aide
9341 — Recreational Therapy Assistant
9401 — Institutional Service Worker I
9403 — Institutional Service Worker II
9405 — Cleaning Porter
9421 — Kitchen Helper
9423 — Cook I
9425 — Cook II
9431 — Meat Cutter
9433 — Baker I
9435 — Baker II
9437 — Food Services Demonstrator
9451 — Laundry Washer
9452 — Laundry Supervisor I
9453 — Laundry Supervisor II
9463 — Garment Worker I
9465 — Garment Worker II
9470 — Hairdresser
9481 — Shoemaker
9482 — Barber
9483 — Tailor
9511 — Dental Assistant

SUPPLEMENT NO. 2A

SCHEDULE OF CLASSES ELIGIBLE FOR SHIFT DIFFERENTIAL

TRADES AND RELATED SERVICES DIVISION

Class

2105 — Power Plant Engineer Trainee
2106 — Power Plant Engineer (4th Class)
2107 — Assistant Chief Power Plant Engineer (4th Class)
2111 — Power Plant Engineer (3rd Class)
2112 — Power Plant Engineer (2nd Class)
2118 — Assistant Chief Power Plant Engineer (3rd Class)
2119 — Assistant Chief Power Plant Engineer (2nd Class)

INSPECTIONAL, REGULATORY AND FIELD SERVICE DIVISION

Class

8203 — Correction Officer I
8204 — Correction Officer II
8205 — Correction Officer III
8241 — Assistant Prison Factory Supervisor
8243 — Prison Factory Supervisor

SUPPLEMENT NO. 3

1973 Pay Grid

Salary Periods

GRADE	1	2	3	4	5	6	7*
8	3996 333	4104 342	4212 351	4332 361	4464 372	4620 385	4788 399
9	4044 337	4152 346	4272 356	4392 366	4536 378	4704 392	4872 406
10	4104 342	4212 351	4332 361	4464 372	4620 385	4788 399	4956 413
11	4152 346	4272 356	4392 366	4536 378	4704 392	4872 406	5028 419
12	4212 351	4332 361	4464 372	4620 385	4788 399	4956 413	5136 428
13	4272 356	4392 366	4536 378	4704 392	4872 406	5028 419	5232 436
14	4332 361	4464 372	4620 385	4788 399	4956 413	5136 428	5352 446
15	4392 366	4536 378	4704 392	4872 406	5028 419	5232 436	5472 456
16	4464 372	4620 385	4788 399	4956 413	5136 428	5352 446	5604 467
17	4536 378	4704 392	4872 406	5028 419	5232 436	5472 456	5724 477
18	4620 385	4788 399	4956 413	5136 428	5352 446	5604 467	5856 488
19	4704 392	4872 406	5028 419	5232 436	5472 456	5724 477	5976 498
20	4788 399	4956 413	5136 428	5352 446	5604 467	5856 488	6132 511
21	4872 406	5028 419	5232 436	5472 456	5724 477	5976 498	6276 523
22	4956 413	5136 428	5352 446	5604 467	5856 488	6132 511	6420 535
23	5028 419	5232 436	5472 456	5724 477	5976 498	6276 523	6564 547
24	5136 428	5352 446	5604 467	5856 488	6132 511	6420 535	6720 560
25	5232 436	5472 456	5724 477	5976 498	6276 523	6564 547	6876 573
26	5352 446	5604 467	5856 488	6132 511	6420 535	6720 560	7044 587
27	5472 456	5724 477	5976 498	6276 523	6564 547	6876 573	7200 600
28	5604 467	5856 488	6132 511	6420 535	6720 560	7044 587	7380 615

GRADE	1	2	3	4	5	6	7*
29	5724 477	5976 498	6276 523	6564 547	6876 573	7200 600	7560 630
30	5856 488	6132 511	6420 535	6720 560	7044 587	7380 615	7740 645
31	5976 498	6276 523	6564 547	6876 573	7200 600	7560 630	7908 659
32	6132 511	6420 535	6720 560	7044 587	7380 615	7740 645	8100 675
33	6276 523	6564 547	6876 573	7200 600	7560 630	7908 659	8280 690
34	6420 535	6720 560	7044 587	7380 615	7740 645	8100 675	8484 707
35	6564 547	6876 573	7200 600	7560 630	7908 659	8280 690	8688 724
36	6720 560	7044 587	7380 615	7740 645	8100 675	8484 707	8892 741
37	6876 573	7200 600	7560 630	7908 659	8280 690	8688 724	9096 758
38	7044 587	7380 615	7740 645	8100 675	8484 707	8892 741	9312 776
39	7200 600	7560 630	7908 659	8280 690	8688 724	9096 758	9528 794
40	7380 615	7740 645	8100 675	8484 707	8892 741	9312 776	9744 812
41	7560 630	7908 659	8280 690	8688 724	9096 758	9528 794	9960 830
42	7740 645	8100 675	8484 707	8892 741	9312 776	9744 812	10,200 850
43	7908 659	8280 690	8688 724	9096 758	9528 794	9960 830	10,428 869
44	8100 675	8484 707	8892 741	9312 776	9744 812	10,200 850	10,692 891
45	8280 690	8688 724	9096 758	9528 794	9960 830	10,428 869	10,944 912
46	8484 707	8892 741	9312 776	9744 812	10,200 850	10,692 891	11,196 933
47	8688 724	9096 758	9528 794	9960 830	10,428 869	10,944 912	11,436 953
48	8892 741	9312 776	9744 812	10,200 850	10,692 891	11,196 933	11,712 976
49	9096 758	9528 794	9960 830	10,428 869	10,944 912	11,436 953	11,988 999
50	9312 776	9744 812	10,200 850	10,692 891	11,196 933	11,712 976	12,276 1,023
51	9528 794	9960 830	10,428 869	10,944 912	11,436 953	11,988 999	12,552 1,046
52	9744 812	10,200 850	10,692 891	11,196 933	11,712 976	12,276 1,023	12,852 1,071

GRADE	1	2	3	4	5	6	7*
53	9960 830	10 428 869	10 944 912	11 436 953	11 988 999	12 552 1 046	13 152 1 096
54	10 200 850	10 692 891	11 196 933	11 712 976	12 276 1 023	12 852 1 071	13 476 1 123
55	10 428 869	10 944 912	11 436 953	11 988 999	12 552 1 046	13 152 1 096	13 788 1 149
56	10 692 891	11 196 933	11 712 976	12 276 1 023	12 852 1 071	13 476 1 123	14 124 1 177
57	10 944 912	11 436 953	11 988 999	12 552 1 046	13 152 1 096	13 788 1 149	14 448 1 204
58	11 196 933	11 712 976	12 276 1 023	12 852 1 071	13 476 1 123	14 124 1 177	14 784 1 232
59	11 436 953	11 988 999	12 552 1 046	13 152 1 096	13 788 1 149	14 448 1 204	15 120 1 260
60	11 712 976	12 276 1 023	12 852 1 071	13 476 1 123	14 124 1 177	14 784 1 232	15 492 1 291
61	11 988 999	12 552 1 046	13 152 1 096	13 788 1 149	14 448 1 204	15 120 1 260	15 852 1 321
62	12 276 1 023	12 852 1 071	13 476 1 123	14 124 1 177	14 784 1 232	15 492 1 291	16 224 1 352
63	12 552 1 046	13 152 1 096	13 788 1 149	14 448 1 204	15 120 1 260	15 852 1 321	16 584 1 382
64	12 852 1 071	13 476 1 123	14 124 1 177	14 784 1 232	15 492 1 291	16 224 1 352	16 980 1 415
65	13 152 1 096	13 788 1 149	14 448 1 204	15 120 1 260	15 852 1 321	16 584 1 382	17 364 1 447
66	13 476 1 123	14 124 1 177	14 784 1 232	15 492 1 291	16 224 1 352	16 980 1 415	17 784 1 482
67	13 788 1 149	14 448 1 204	15 120 1 260	15 852 1 321	16 584 1 382	17 364 1 447	18 192 1 516
68	14 124 1 177	14 784 1 232	15 492 1 291	16 224 1 352	16 980 1 415	17 784 1 482	18 636 1 553
69	14 448 1 204	15 120 1 260	15 852 1 321	16 584 1 382	17 364 1 447	18 192 1 516	19 068 1 589
70	14 784 1 232	15 492 1 291	16 224 1 352	16 980 1 415	17 784 1 482	18 636 1 553	19 548 1 629
71	15 120 1 260	15 852 1 321	16 584 1 382	17 364 1 447	18 192 1 516	19 068 1 589	20 016 1 668
72	15 492 1 291	16 224 1 352	16 980 1 415	17 784 1 482	18 636 1 553	19 548 1 629	20 520 1 710
73	15 852 1 321	16 584 1 382	17 364 1 447	18 192 1 516	19 068 1 589	20 016 1 668	21 012 1 751
74	16 224 1 352	16 980 1 415	17 784 1 482	18 636 1 553	19 548 1 629	20 520 1 710	21 576 1 798
75	16 584 1 382	17 364 1 447	18 192 1 516	19 068 1 589	20 016 1 668	21 012 1 751	22 128 1 844
76	16 980 1 415	17 784 1 482	18 636 1 553	19 548 1 629	20 520 1 710	21 576 1 798	22 716 1 893

GRADE	1	2	3	4	5	6	7*
77	17,364	18,192	19,068	20,016	21,012	22,128	23,292
	1,447	1,516	1,589	1,668	1,751	1,844	1,941
78	17,784	18,636	19,548	20,520	21,576	22,716	23,916
	1,482	1,553	1,629	1,710	1,798	1,893	1,993
79	18,192	19,068	20,016	21,012	22,128	23,292	24,528
	1,516	1,589	1,668	1,751	1,844	1,941	2,044
80	18,636	19,548	20,520	21,576	22,716	23,916	25,176
	1,553	1,629	1,710	1,798	1,893	1,993	2,098

** Indicates Long Service Increment*

SUPPLEMENT NO. 3

1974 Pay Grid

Salary Periods

GRADE	1	2	3	4	5	6	7*
8	4236	4356	4464	4596	4728	4896	5076
	353	363	372	383	394	408	423
9	4284	4404	4524	4656	4812	4992	5160
	357	367	377	388	401	416	430
10	4356	4464	4596	4728	4896	5076	5256
	363	372	383	394	408	423	438
11	4404	4524	4656	4812	4992	5160	5328
	367	377	388	401	416	430	444
12	4464	4596	4728	4896	5076	5256	5448
	372	383	394	408	423	438	454
13	4524	4656	4812	4992	5160	5328	5544
	377	388	401	416	430	444	462
14	4596	4728	4896	5076	5256	5448	5676
	383	394	408	423	438	454	473
15	4656	4812	4992	5160	5328	5544	5796
	388	401	416	430	444	462	483
16	4728	4896	5076	5256	5448	5676	5940
	394	408	423	438	454	473	495
17	4812	4992	5160	5328	5544	5796	6072
	401	416	430	444	462	483	506
18	4896	5076	5256	5448	5676	5940	6204
	408	423	438	454	473	495	517
19	4992	5160	5328	5544	5796	6072	6336
	416	430	444	462	483	506	528
20	5076	5256	5448	5676	5940	6204	6504
	423	438	454	473	495	517	542
21	5160	5328	5544	5796	6072	6336	6648
	430	444	462	483	506	528	554
22	5256	5448	5676	5940	6204	6504	6804
	438	454	473	495	517	542	567
23	5328	5544	5796	6072	6336	6648	6960
	444	462	483	506	528	554	580
24	5448	5676	5940	6204	6504	6804	7128
	454	473	495	517	542	567	594
25	5544	5796	6072	6336	6648	6960	7284
	462	483	506	528	554	580	607
26	5676	5940	6204	6504	6804	7128	7464
	473	495	517	542	567	594	622
27	5796	6072	6336	6648	6960	7284	7632
	483	506	528	554	580	607	636
28	5940	6204	6504	6804	7128	7464	7824
	495	517	542	567	594	622	652

GRADE	1	2	3	4	5	6	7*
29	6072 506	6336 528	6648 554	6960 580	7284 607	7632 636	8016 668
30	6204 517	6504 542	6804 567	7128 594	7464 622	7824 652	8208 684
31	6336 528	6648 554	6960 580	7284 607	7632 636	8016 668	8388 699
32	6504 542	6804 567	7128 594	7464 622	7824 652	8208 684	8592 716
33	6648 554	6960 580	7284 607	7632 636	8016 668	8388 699	8772 731
34	6804 567	7128 594	7464 622	7824 652	8208 684	8592 716	8988 749
35	6960 580	7284 607	7632 636	8016 668	8388 699	8772 731	9204 767
36	7128 594	7464 622	7824 652	8208 684	8592 716	8988 749	9420 785
37	7284 607	7632 636	8016 668	8388 699	8772 731	9204 767	9636 803
38	7464 622	7824 652	8208 684	8592 716	8988 749	9420 785	9876 823
39	7632 636	8016 668	8388 699	8772 731	9204 767	9636 803	10,104 842
40	7824 652	8208 684	8592 716	8988 749	9420 785	9876 823	10,332 861
41	8016 668	8388 699	8772 731	9204 767	9636 803	10,104 842	10,560 880
42	8208 684	8592 716	8988 749	9420 785	9876 823	10,332 861	10,812 901
43	8388 699	8772 731	9204 767	9636 803	10,104 842	10,560 880	11,052 921
44	8592 716	8988 749	9420 785	9876 823	10,332 861	10,812 901	11,328 944
45	8772 731	9204 767	9636 803	10,104 842	10,560 880	11,052 921	11,604 967
46	8988 749	9420 785	9876 823	10,332 861	10,812 901	11,328 944	11,868 989
47	9204 767	9636 803	10,104 842	10,560 880	11,052 921	11,604 967	12,120 1,010
48	9420 785	9876 823	10,332 861	10,812 901	11,328 944	11,868 989	12,420 1,035
49	9636 803	10,104 842	10,560 880	11,052 921	11,604 967	12,120 1,010	12,708 1,059
50	9876 823	10,332 861	10,812 901	11,328 944	11,868 989	12,420 1,035	13,008 1,084
51	10,104 842	10,560 880	11,052 921	11,604 967	12,120 1,010	12,708 1,059	13,308 1,109
52	10,332 861	10,812 901	11,328 944	11,868 989	12,420 1,035	13,008 1,084	13,620 1,135

GRADE	1	2	3	4	5	6	7*
53	10,560	11,052	11,604	12,120	12,708	13,308	13,944
	880	921	967	1,010	1,059	1,109	1,162
54	10,812	11,328	11,868	12,420	13,008	13,620	14,280
	901	944	989	1,035	1,084	1,135	1,190
55	11,052	11,604	12,120	12,708	13,308	13,944	14,616
	921	967	1,010	1,059	1,109	1,162	1,218
56	11,328	11,868	12,420	13,008	13,620	14,280	14,976
	944	989	1,035	1,084	1,135	1,190	1,248
57	11,604	12,120	12,708	13,308	13,944	14,616	15,312
	967	1,010	1,059	1,109	1,162	1,218	1,276
58	11,868	12,420	13,008	13,620	14,280	14,976	15,672
	989	1,035	1,084	1,135	1,190	1,248	1,306
59	12,120	12,708	13,308	13,944	14,616	15,312	16,032
	1,010	1,059	1,109	1,162	1,218	1,276	1,336
60	12,420	13,008	13,620	14,280	14,976	15,672	16,416
	1,035	1,084	1,135	1,190	1,248	1,306	1,368
61	12,708	13,308	13,944	14,616	15,312	16,032	16,800
	1,059	1,109	1,162	1,218	1,276	1,336	1,400
62	13,008	13,620	14,280	14,976	15,672	16,416	17,196
	1,084	1,135	1,190	1,248	1,306	1,368	1,433
63	13,308	13,944	14,616	15,312	16,032	16,800	17,580
	1,109	1,162	1,218	1,276	1,336	1,400	1,465
64	13,620	14,280	14,976	15,672	16,416	17,196	18,000
	1,135	1,190	1,248	1,306	1,368	1,433	1,500
65	13,944	14,616	15,312	16,032	16,800	17,580	18,408
	1,162	1,218	1,276	1,336	1,400	1,465	1,534
66	14,280	14,976	15,672	16,416	17,196	18,000	18,852
	1,190	1,248	1,306	1,368	1,433	1,500	1,571
67	14,616	15,312	16,032	16,800	17,580	18,408	19,284
	1,218	1,276	1,336	1,400	1,465	1,534	1,607
68	14,976	15,672	16,416	17,196	18,000	18,852	19,752
	1,248	1,306	1,368	1,433	1,500	1,571	1,646
69	15,312	16,032	16,800	17,580	18,408	19,284	20,208
	1,276	1,336	1,400	1,465	1,534	1,607	1,684
70	15,672	16,416	17,196	18,000	18,852	19,752	20,724
	1,306	1,368	1,433	1,500	1,571	1,646	1,727
71	16,032	16,800	17,580	18,408	19,284	20,208	21,216
	1,336	1,400	1,465	1,534	1,607	1,684	1,768
72	16,416	17,196	18,000	18,852	19,752	20,724	21,756
	1,368	1,433	1,500	1,571	1,646	1,727	1,813
73	16,800	17,580	18,408	19,284	20,208	21,216	22,272
	1,400	1,465	1,534	1,607	1,684	1,768	1,856
74	17,196	18,000	18,852	19,752	20,724	21,756	22,872
	1,433	1,500	1,571	1,646	1,727	1,813	1,906
75	17,580	18,408	19,284	20,208	21,216	22,272	23,460
	1,465	1,534	1,607	1,684	1,768	1,856	1,955
76	18,000	18,852	19,752	20,724	21,756	22,872	24,084
	1,500	1,571	1,646	1,727	1,813	1,906	2,007

GRADE	1	2	3	4	5	6	7*
77	18,408	19,284	20,208	21,216	22,272	23,460	24,684
	1,534	1,607	1,684	1,768	1,856	1,955	2,057
78	18,852	19,752	20,724	21,756	22,872	24,084	25,356
	1,571	1,646	1,727	1,813	1,906	2,007	2,113
79	19,284	20,208	21,216	22,272	23,460	24,684	26,004
	1,607	1,684	1,768	1,856	1,955	2,057	2,167
80	19,752	20,724	21,756	22,372	24,084	25,356	26,688
	1,646	1,727	1,813	1,906	2,007	2,113	2,224

** Indicates Long Service Increment*

SUPPLEMENT NO. 4

ASSIGNMENT OF CLASSES TO PAY GRADES

PROFESSIONAL DIVISION

Class		Pay Grade Assignment See Supplement No. 3
0411	— Economist I	44-48
0412	— Economist II	58
0435	— Industrial Develop Off.	62
0634	— Dean of Residence II	42
0659	— Librarian I	47
0660	— Librarian II	51
0666	— Research Assistant Social Sciences	42
0667	— Research Officer Social Sciences	56
0672	— Arts Instructor II	49
0673	— Assistant Arts Supervisor	48-52
0675	— Arts Supervisor	64
0680	— Community Rec. Consultant I	44-50
0681	— Community Rec. Consultant II	54
0685	— District Youth Rep. I	42-48
0686	— District Youth Rep. II	52
0711	— Museum Curator I	44-50
0712	— Museum Curator II	56
0719	— Archivist I	44-50
0720	— Archivist II	56
1053	— Land Surveyor I	54-56
1054	— Land Surveyor II	62
1111	— Landscape Arch. I	52-54
1112	— Landscape Arch II	60
1201	— Planning Officer I	50-54
1202	— Planning Officer II	60
1363	— Geographer I	44-50
1364	— Geographer II	56
4119	— Fish & Wildlife Research Biologist	62
4121	— Biologist I	44-50
4122	— Biologist II	58
4130	— Environmental Research Officer I	56-60
4131	— Environmental Research Officer II	64
4225	— Meteorologist	54-58
4226	— Fire Weather Officer	62
4241	— Forester I	46-50
4242	— Forester II	58
4306	— Parks Planner	46-50
4411	— Home Economist I	42-46
4412	— Home Economist II	50
4417	— Consumer Marketing Officer	58
4484	— Veterinarian I	60
4485	— Veterinarian II	66
6066	— Trade Qualifications Test Tech.	66
6435	— Financial Analyst I	60-62
6436	— Financial Analyst II	66
6465	— Consumer Affairs Officer I	44-48
6475	— Human Rights Officer	46
6486	— Human Resources Development Officer I	54-58
7207	— Asst. Land Titles Sur.	60
8024	— Welfare Programme Supvr. I	53
8025	— Welfare Programme Supvr. II	61
8108	— Child Therapy Counsellor II	40
8111	— Social Worker I	36-44
8112	— Social Worker II	51-53
8113	— Social Worker III	57
8116	— Regional Welfare Admin. I	55
8117	— Regional Welfare Admin. II	59
8123	— Probation Officer I	40-44
8124	— Probation Officer II	53
8125	— Probation Officer III	57
8270	— Penal Classification Officer	42-46
9134	— Public Health Nutritionist	58
9212	— Nursing Consultant	52
9305	— Occupational Therapist I	38*2
9306	— Occupational Therapist II	42
9307	— Occupational Therapist III	46
9311	— Physiotherapist I	38*2
9312	— Physiotherapist II	42
9343	— Recreational Therapist	46
9351	— Psychiatric Social Worker I	40-44
9353	— Psychiatric Social Worker II	53-55
9361	— Psychologist I	42-44
9363	— Psychologist II	54
9371	— Alcoholism Counsellor I	36-44
9372	— Alcoholism Counsellor II	49-51
9441	— Dietitian I	42
9443	— Dietitian II	48
9539	— Laboratory Scientist I	44-50
9540	— Laboratory Scientist II	58
9543	— Pharmacist	50-52

ADMINISTRATIVE AND ADMIN SUPPORT DIVISION

Class		Pay Grade Assignment See Supplement No. 3
0002	— Junior Clerk	9-13
0003	— Clerk I-II	9-21
##0005	— Clerk III	30
##0006	— Clerk IV	36
##0007	— Clerk V	42
0020	— Junior Clerk Typist	11-13
##0021	— Clerk Typist I-II	11-21
##0023	— Clerk Typist III	28
##0031	— Clerk Steno. I-II	16-22
##0033	— Clerk Steno. III	30
0040	— Medical Records Librarian I	30
0042	— Medical Records Librarian II	36
0051	— Switchboard Operator	15
0054	— Postal Clerk I	24
0055	— Postal Clerk II	28
0056	— Postal Clerk III	32
0057	— Postal Supervisor	40
##0103	— Administrative Officer I	46
0141	— Improvement Dist. Admin.	52
0155	— Municipal Inspector I	46-50
0156	— Municipal Inspector II	58
0161	— Tax Sale Inspector	42
0200	— Assessor I	36-40
0201	— Assessor II	46
0202	— Assessor III	52
0224	— Property Agent & Appraiser I	48
0225	— Property Agent & Appraiser II	52
0226	— Property Agent & Appraiser III	58
0228	— Rental Agent I	44
0229	— Rental Agent II	50
0231	— Mineral Tax Assessor	48
0235	— Chief Min. Tax Asses.	54
0304	— Accountant I	46
0305	— Accountant II	52
0341	— Fuel Oil Tax Auditor I	44
0345	— Timber Auditor I	44
0346	— Timber Auditor II	50
0355	— Tobacco Tax Auditor	44
0501	— Stores Clerk	22
0503	— Stockkeeper I	26
0504	— Stockkeeper II	30
0505	— Stockkeeper III	34
0506	— Stockkeeper IV	40
0513	— Buyer I	40-42
0514	— Buyer II	48
0515	— Buyer III	52
0611	— Information Officer I	44
0612	— Information Officer II	52
0627	— Travel Bureau Officer I	38
0628	— Travel Bureau Officer II	42
0651	— Auditorium Ser. Supvr.	52
0656	— Art Custodian	44
0701	— Museum Aide	29
0731	— Comptometer Operator	17-21
0735	— Bookkeeping Machine Operator I	17-21
0736	— Bookkeeping Machine Operator II	26
0750	— Posting Machine Oper.	10
0753	— Key Punch Trainee	8*3
0755	— Key Punch Operator	21-25
0758	— Key Punch Supervisor I	34
0760	— Key Punch Supervisor II	44
0764	— Unit Record Operator I	22
0765	— Unit Record Operator II	34
0766	— Unit Record Operator III	44
0768	— Unit Record Supervisor I	52
0776	— Magnetic Tape Librarian I	36
0777	— Magnetic Tape Librarian II	46
0779	— Computer Assistant I	32
0780	— Computer Assistant II	40
0781	— Console Operator I	50
0782	— Console Operator II	54
0801	— Duplicating Equipment Operator I	24-26
0802	— Duplicating Equipment Operator II	34
0803	— Duplicating Equipment Operator III	44
0811	— Photoprinter I	26
0812	— Photoprinter II	32
0813	— Photoprinter III	36
0821	— Paper Cutter	22
0823	— Bindery Clerk I	17
0824	— Bindery Clerk II	22
0830	— Graphic Services Supvr.	50
4446	— Brand Recorder	36
6403	— Film Censor Bd Member	42
6421	— Insurance Investigator	44
6433	— Securities Investigator I	44
6434	— Securities Investigator II	50
6441	— Credit Union Examiner I	44-48
6442	— Credit Union Examiner II	52
6446	— Co-operative Develop Officer	50
6451	— Legal Offices Examiner	44
6453	— Milk Control Inspector	42
6466	— Consumer Affairs Off. II	54
6470	— Pension Plan Analyst	46
6471	— Senior Pension Plan Analyst	50
7001	— Court Orderly I	19
7002	— Court Orderly II	24
7011	— Judicial Clerk I	22
7012	— Judicial Clerk II	32
7013	— Judicial Clerk III	40

7024	Court Reporter I	34
7025	Court Reporter II	38
7026	Court Reporter III	42
7103	Estates Investigator	32
7104	Asst. Estates Officer	40
7105	Estates Officer I	46
7203	Land Titles Writer	30
7205	Land Titles Examiner	40
8005	Welfare Hostel Worker	28
8007	Hostel Manager I	44
8008	Hostel Manager II	48
8308	Emergency Measures Officer I	48
8310	Emergency Measures Officer II	54
## 8312	Emergency Measures Officer III	58
9375	Alcoholism Education Counsellor I	49-51

Treasury Branch Classes

T064	Administrative Officer I	42-46
T090	Accounting Clerk III	32-36
T091	Accounting Clerk II	28-34
T092	Accounting Clerk I	22-26
T100	Utility Clerk (Head Office)	17-21
T110	Clerk Typist (Switchboard Operator)	15
T120	Stenographer IV	34
T140	Stenographer III	30
T160	Stenographer I-II	16-22
T170	Clerk Typist	11-17
T190	Stationery Manager	38-44
T191	Asst. Stationery Manager	24-30
T210	Stores Clerk	22
T220	Clerk Stationery	9-13
T325	Assistant Inspector	28-38
T425	Accountant	30-44
T430	License Dept. Supvr.	22-30
T440	Assistant Accountant	20-28
T450	Current Account Supvr.	18-28
T460	Proof Supervisor	18-28
T490	Utility Clerk	13-21
T510	Teller	13-21
T515	Proof Machine Oper.	11-19
T520	Posting Machine Oper.	9-17
T535	Junior Clerk	9-13
T540	Ledger Keeper	9-17

TECHNICAL SERVICES DIVISION

Class		Pay Grade Assignment See Supplement No. 3
0603	Illustrator	31
0607	Artist	43
0657	Library Technician	31-35
0658	Library Assistant	41
0671	Arts Instructor I	43
0702	Museum Technician I	41
0703	Museum Technician II	45
0705	Museum Display Artist I	41
0706	Museum Display Artist II	45
0708	Museologist I	53
0709	Museologist II	59
0716	Archives Technician I	33
0717	Archives Technician II	43
## 0787	Programmer	41-43
0788	Programmer Analyst I	52
1108	Specification Writer	51
1120	Architectural Artist	57
1302	Environmental Engineer Technician	47
1303	Aeronautical Engineer Technician	45
1304	Educational Laboratory Technician	37-41
1307	Audio Visual Aids Tech.	43
1309	Technologist I	29
1310	Technologist II	35-41
1311	Technologist III	45
1312	Technologist IV	49
1331	School Building Plans Examiner	49
2058	Interior Design Tech.	49
2059	Interior Design Supervisor	53
2208	Communications Technician	47
2211	Communications Liaison Officer	57
2213	Electronics Technician I	39-43
2214	Electronics Technician II	47
2215	Electronics Technician III	53
2221	Emergency Measures Communication Tech.	39
2307	Audio Technician I	43*4
2308	Audio Technician II	47*4
2310	Photographer I	35
2311	Photographer II	39
2313	Film Editor and Color Tech.	45
2314	Motion Picture Photographer I	45
2315	Motion Picture Photographer II	49
2325	Aerial Photographic Processor I	31
2327	Areial Photographic Processor II	37
2329	Aerial Photographic Processor III	47
4109	Fish and Wildlife Tech.	38-42
4466	Horticulture Technician I	33
4467	Horticulture Technician II	37
9513	Dental Auxiliary	35
9532	Medical Laboratory Tech. I	34*2
9533	Medical Laboratory Tech. II	44
9534	Laboratory Technician I	18
9535	Laboratory Technician II	28
9536	Laboratory Technician III	34-40
9537	Laboratory Technician IV	44

9565 — Mobile X-Ray Clinic Operator I	26
9567 — Mobile X-Ray Clinic Operator II	36
9571 — X-Ray Technician I	34*2
9573 — X-Ray Technician II	42
9575 — X-Ray Technician III	46
9577 — Radiation Health Officer I	46
9578 — Radiation Health Officer II	50
9581 — Electroencephalograph Technician	36

TRADES AND RELATED SERVICES DIVISION

Class	Pay Grade Assignment See Supplement No. 3	
2010 — Carpenter Shop Supervisor	53*4	
2013 — Stage Carpenter I	45*4	
2014 — Stage Carpenter II	49*4	
2019 — Electrical Supervisor I	59*4	
2023 — Stage Electrician I	50*4	
2024 — Stage Electrician II	54*4	
2029 — Sign Painter & Designer	37	
2031 — Painter Supervisor	49*4	
2033 — Contract Painting Inspector	49*4	
2037 — Control Fitter I	43*4	
2038 — Control Fitter II	47*4	
2042 — Plumber Supervisor I	57*4	
2047 — Sheet Metal Supervisor	57*4	
2050 — Contract Roofing Inspector	51*4	
2074 — Maintenance Supvr. I	53*4	
2075 — Maintenance Supervisor II	57*4	
2105 — Power Plant Engineer Trainee	30	
	Hiring Rate	Job Rate
2106 — Power Plant Eng. (4th Class)	707	741
2107 — Asst. Chief Power Plant Engineer (4th Class)	812	850
2111 — Power Plant Eng. (3rd Class)	850	891
2112 — Power Plant Eng. (2nd Class)	976	1023
2118 — Asst. Chief Power Plant Engineer (3rd Class)	933	976
2119 — Asst. Chief Power Plant Engineer (2nd Class)	1071	1123
2205 — Engine Generator Tech.	43*4	
2517 — Welding Supervisor	53	
2526 — Highway Heavy Equip. Inst.	43*4	
2527 — Highway Shop & Equip. Insp.	55	
2551 — Forestry Equip. Artisan	51	

Note: Employees in the following three classes to receive at least a minimum adjustment of 3.5% in 1973 & 1974.

2612 — Maintenance Service Wk I	25*5
2613 — Maintenance Service Wk II	33
2614 — Maintenance Service Wk III	37

Note: Rates for the following four classes to be established by an arbitration board following which they will become part of this agreement.

2615 — Maintenance Tradesman IA	
2616 — Maintenance Tradesman IB	
2617 — Maintenance Tradesman IIA	
2618 — Maintenance Tradesman IIB	

INSPECTION AND FIELD SERVICES DIVISION

Class	Pay Grade Assignment See Supplement No. 3
0165 — Special Areas Fieldman	46
2054 — Construction Inspector I	53*4
2055 — Construction Inspector II	57*4
2203 — Radio Operator	32
2204 — Forest Communications Off.	36
2532 — Road Foreman I	46*3
2533 — Road Foreman II	50*3
2535 — Special Areas Roads and Equip. Supt.	54
4032 — Land Examiner	46
4033 — Right of Entry Arbitration Board Insp.	44
4040 — Geophysical Investigator	46
4041 — Surface Reclamation Council Member	52
4101 — Wildlife Culturist I	28
4102 — Wildlife Culturist II	34
4104 — Fish Culturist I	26
4105 — Fish Culturist II	30
4106 — Fish Culturist III	34
4111 — Fish & Wildlife Officer I	34-38
4112 — Fish & Wildlife Officer II	42
4113 — Fish & Wildlife Officer III	46
4201 — Lookout	30
4202 — Senior Lookout	34
4206 — Airport Keeper I	36
4207 — Airport Keeper II	40
4211 — Forestry Warehouseman I	32
4212 — Forestry Warehouseman II	39
4214 — Para Cargo Officer	44
4216 — Aircraft Dispatcher	46
4218 — Fire Control Dispatcher	50
4219 — Forestry Land Use Co-ordinator	48

4221	— Timber Scaling Supervisor	54
4231	— Forestry Officer I	34-38
4232	— Forestry Officer II	42
4233	— Forestry Officer III	46
4301	— Parks Officer I	34
4302	— Parks Officer II	40
4303	— Parks Officer III	46
4401	— Agricultural Officer I	30
4402	— Agricultural Officer II	36
4403	— Agricultural Officer III	44
4441	— Livestock Brand Inspector I	32*3
4442	— Livestock Brand Inspector II	36
4444	— Livestock Brand Insp. Supvr.	44
4445	— Livestock Medicine Insp.	40
4447	— Livestock Investigator	42
4450	— Livestock Investigator Supervisor	44
4451	— Grazing Reserve Attendant I	31
4452	— Grazing Reserve Attendant II	36
6003	— Boiler & Pressure Vessel Inspection Eng. I	57*5
6004	— Boiler & Pressure Vessel Inspection Engineer II	65
6005	— Boiler & Pressure Vessel Inspection Engineer III	69
6013	— Electrical Inspector I	57*4
6014	— Electrical Inspector II	61*4
6015	— Electrical Inspector III	67
6023	— Electrical Inspection Spec.	69
6033	— Gas Inspector I	57*4
6034	— Gas Inspector II	61*4
6035	— Gas Inspector III	65*2
6037	— Gas Inspection Specialist	65
6043	— Plumbing Inspector I	61*4
6045	— Plumbing Inspector II	65*2
6063	— Trade Qual Inspector I	53*4
6064	— Trade Qual Inspector II	57*4
6065	— Trade Qual Inspector III	61
6101	— Forestry Safety Analyst	42
6103	— Elevator & Fixed Conveyance Inspector I	54*4
6104	— Elevator & Fixed Conveyance Inspector II	58*4
6115	— Fire Inspector I	43*3
6116	— Fire Inspector II	47*3
6117	— Fire Inspector III	51*2
6123	— Theatre Inspector	42
6124	— Chief Theatre Inspector	46
6202	— Driver Examiner Trainee	24*3
6203	— Driver Examiner I	32
6204	— Driver Examiner II	36
6205	— Driver Examiner III	40
6210	— Driver Instructor	34-36
6211	— Driver Training Co-ord.	44
6217	— Motor Vehicle Safety Off. I	36
6218	— Motor Vehicle Safety Off. II	40
6223	— Inspection Service Patrol Officer I	38
6224	— Inspection Service Patrol Officer II	42
6225	— Inspection Service Patrol Officer III	46
6233	— Mobile Equipment License Inspector	36
6305	— Labour Standards Officer I	42-44
6306	— Labour Standards Officer II	48
7005	— Sheriff's Bailiff	27
8037	— Metis Colony Manager I	36
8038	— Metis Colony Manager II	42
8203	— Correction Officer I	33*2
8204	— Correction Officer II	37
8205	— Correction Officer III	41
8241	— Assist Prison Factory Supvr.	37
8243	— Prison Factory Supvr.	41
9103	— Public Health Inspector	45

GENERAL SERVICES DIVISION

Class		Pay Grade Assignment See Supplement No. 3
0744	— Office Equipment Mechanic I	19-21
0745	— Office Equipment Mech. II	32
0746	— Office Equipment Mech. III	40
0747	— Office Equipment Mech. Supervisor	48
2066	— Building Superintendent I	31
2067	— Building Superintendent II	37
2068	— Building Superintendent III	45
2303	— Projectionist	36
2540	— Chauffeur	31*4
2544	— Mobile Drill Operator	40*6
2545	— Automotive Equipment Operator I	29*6
2546	— Automotive Equipment Operator II	33*6
2547	— Automotive Equipment Operator III	40*6
2548	— Deep Mobile Drill Oper.	42*6
2549	— Transport Superintendent	45*4
2609	— Labourer Supervisor	39
3002	— Light Duty Caretaker	21*5
3003	— Caretaker	25*5
3004	— Caretaker Foreman I	27*5
3005	— Caretaker Foreman II	31*4
3006	— Caretaker Foreman III	35*4
3007	— Caretaker Supervisor I	27*5
3008	— Caretaker Supervisor II	31*4
3009	— Caretaker Supervisor III	35*4
3011	— Elevator Operator	17
3013	— Building Patrol Officer	23
3014	— Museum Security Supervisor	33
3015	— Museum Security Chief	43
3016	— Fire Prevention & Safety Officer	37
3017	— Guide	25*4
3018	— Caretaker Services Inspector	37
3021	— Custodial Consultant	47

3025	— Museum Security Officer	25
3101	— Groundsworker	23
3103	— Gardener I	27*3
3104	— Gardener II	31
3105	— Gardener III	35
3106	— Gardener IV	39
3111	— Farm Worker I	23
3112	— Farm Worker II	27
3115	— Farm Manager I	38
3116	— Farm Manager II	42
6417	— Fuel Tax Dye Worker	28

PARA-MEDICAL & PATIENT SUPPORT SERVICES DIVISION

Class		Pay Grade Assignment See Supplement No. 3
0633	— Dean of Residence I	32
8103	— Rehabilitation Counsellor I	30-34
8104	— Rehabilitation Counsellor II	38
8105	— Rehabilitation Counsellor III	42
8107	— Child Therapy Counsellor I	30-34
9120	— Public Health Nurse	44
9140	— Social Hygiene Clinic Nurse	40
9141	— Social Hygiene Clinic Investigator	44
9143	— Social Hygiene Supervisor I	48
9164	— Child Care Attendant	16*2
9165	— Houseparent I	28
9166	— Houseparent II	32
9167	— Houseparent III	42
9173	— Institutional Aide I	22-26
9174	— Institutional Aide II	30
9176	— Psychiatric Nurse I	38
9177	— Psychiatric Nurse II	42
9178	— Psychiatric Nurse III	46
9184	— Nurse I	38
## 9185	— Nurse II	42
## 9186	— Nurse III	46
9301	— Occupational Therapy Aide	26-28
9303	— Occupational Therapy Woodworker	35
9321	— Sense Training Therapist	28
9340	— Recreational Therapy Aide	26-28
9341	— Recreational Therapy Asst.	28-30
9401	— Institutional Service Wk I	14*3
9403	— Institutional Service Wk II	16*3
9405	— Cleaning Porter	21*2
9411	— Institutional Service Survr. I	19*3
9413	— Institutional Service Supvr. II	22*3
9415	— Institutional Service Supvr. III	30
9421	— Kitchen Helper	21
9423	— Cook I	27
9425	— Cook II	31
9427	— Cook III	39
9429	— Cook IV	43
9431	— Meat Cutter	27
9433	— Baker I	31
9435	— Baker II	35
9437	— Food Services Demonstrator	27
9447	— Cafeteria Services Supvr.	48
9451	— Laundry Washer	22*3
9452	— Laundry Supervisor I	22*3
9453	— Laundry Supervisor II	28
9454	— Laundry Supervisor III	38
9455	— Laundry Supervisor IV	44
9463	— Garment Worker I	15*3
9465	— Garment Worker II	19*2
9467	— Garment Worker III	24
9470	— Hairdresser	19
9481	— Shoemaker	24
9482	— Barber	24
9483	— Tailor	24
9511	— Dental Assistant	17

EDUCATIONAL SERVICES DIVISION

Class		Pay Grade Assignment See Supplement No. 3
2320	— Educational Media Production Co-ordinator	54
4255	— Conservation Training Off. I	44
4257	— Conservation Training Off. II	48
5229	— Exam Evaluation Officer	54
5230	— Education Exam Devel Off.	58
5233	— Asst. Co-ord. of Visual Education	48
5235	— Co-ord. of Visual Education	56
5236	— Asst. Co-ord. of School Broadcasts	50
5237	— Co-ord. of School Broadcasts	56
5501	— Instructor	Sup. No. 7
5502	— Instructor Senior	Sup. No. 7
5503	— Instructor Supervisor	Sup. No. 7
5551	— Teacher	Sup. No. 10
5552	— Teacher Senior	Sup. No. 10
5553	— Teacher Supervisor	Sup. No. 10
5673	— Dietary Services Program Co-ordinator	56
5675	— Physical Plant Co-ord. Vocational Education	68
9194	— Nursing Instructor I	46
9196	— Nursing Instructor II	52
9198	— Nursing Instructor III	56
9202	— Nursing Aide School Inst.	44
9324	— Educational Therapy Aide	26
9325	— Educational Therapist I	38
9327	— Educational Therapist II	44
9585	— X-Ray Instructor	42
9586	— Laboratory Instructor I	44
9587	— Laboratory Instructor II	52

*2 — Indicates periods 2, 3, 4, 5, 6
*3 — Indicates periods 3, 4, 5, 6,
*4 — Indicates periods 4, 5, 6
*5 — Indicates periods 5, 6
*6 — Indicates period 6

— Indicates some positions in class excluded from Collective Agreement.

SUPPLEMENT NO. 5

INSTRUCTOR CLASS SERIES

Class	Pay Range
5501 — Instructor	The pay ranges outlined in Supplement No. 7 shall apply.
5502 — Instructor-Senior	The pay ranges outlined in Supplement No. 7 shall apply plus one increment. **+
5503 — Instructor-Supervisor	The pay ranges outlined in Supplement No. 7 shall apply plus two increments. **+

**+ – The Instructor Basic Pay Schedule is extended to facilitate determination of salary for classes 5502, 5503, and modifiers.

SUPPLEMENT NO. 6

INSTRUCTOR SALARY MODIFICATIONS

An instructor with a special assignment as indicated below shall subject to the approval of the Public Service Commissioner be compensated in accordance with the following salary modifications which shall be applied in each case to the pay range of his relevant preparation level within the class to which his position is allocated.

MODIFIER

(1) "V" 2 increments higher — ** Instructors designated by the deputy head, as not being entitled to vacation pursuant to Article 41.

(2) "Z" 1 increment higher — ** Instructors in isolated locales, or of students with physical handicaps or behavioral disorders.

(3) Where a position includes circumstances not specifically covered by the above modifiers, the Public Service Commissioner may apply such modifications as may be appropriate.

NOTE When the above modifiers are used conjointly, the calculation of each additional modifier shall be based on the instructor's total salary, including any modifiers already applied.

SUPPLEMENT NO. 7

1973 INSTRUCTOR BASIC PAY SCHEDULE

PAY RANGES

Levels		A	B	C	D	E	F
Pay Period							
Minimum —	1	7812	8268	8760	9288	9852	10,428
		651	689	730	774	821	869
	2	8196	8676	9168	9720	10,308	10,920
		683	723	764	810	859	910
	3	8556	9072	9612	10,176	10,788	11,436
		713	756	801	848	899	953
	4	8964	9492	10,056	10,668	11,304	11,964
		747	791	838	889	942	997
	5	9396	9936	10,536	11,172	11,844	12,540
		783	828	878	931	987	1,045
	6	9840	10,404	11,028	11,688	12,384	13,128
		820	867	919	974	1,032	1,094
	7	10,296	10,908	11,568	12,240	12,972	13,752
		858	909	964	1,020	1,081	1,146
	8	10,764	11,412	12,108	12,828	13,584	14,388
		897	951	1,009	1,069	1,132	1,199
Maximum —	9	11,292	11,952	12,660	13,428	14,232	15,072
		941	996	1,055	1,119	1,186	1,256
Long Service Increment		11,832	12,528	13,272	14,052	14,892	15,804
		986	1,044	1,106	1,171	1,241	1,317
		+12,372	+13,116	+13,896	+14,712	+15,588	+16,536
		1,031	1,093	1,158	1,226	1,299	1,378
		+12,960	+13,740	+14,556	+15,396	+16,320	+17,328
		1,080	1,145	1,213	1,283	1,360	1,444
		+13,560	+14,388	+15,240	+16,128	+17,100	+18,132
		1,130	1,199	1,270	1,344	1,425	1,511
		+14,196	+15,060	+15,948	+16,884	+17,880	+18,984
		1,183	1,255	1,329	1,407	1,490	1,582
		+14,868	+15,768	+16,704	+17,676	+18,732	+19,884
		1,239	1,314	1,392	1,473	1,561	1,657
		+15,564	+16,512	+17,484	+18,504	+19,608	+20,808
		1,297	1,376	1,457	1,542	1,634	1,734

* Pay range extended to facilitate determination of salary for classes 5501, 5502, 5503 and modifiers.

SUPPLEMENT NO. 7

1974 INSTRUCTOR BASIC PAY SCHEDULE

PAY RANGES

Levels	A	B	C	D	E	F
Pay Period						
Minimum — 1	8280	8760	9288	9840	10,440	11,052
	690	730	774	820	870	921
2	8688	9192	9720	10,308	10,932	11,580
	724	766	810	859	911	965
3	9072	9612	10,188	10,788	11,436	12,120
	756	801	849	899	953	1,010
4	9504	10,056	10,656	11,304	11,988	12,684
	792	838	888	942	999	1,057
5	9960	10,536	11,172	11,844	12,552	13,296
	830	878	931	987	1,046	1,108
6	10,428	11,028	11,688	12,384	13,128	13,920
	869	919	974	1,032	1,094	1,160
7	10,908	11,568	12,264	12,972	13,752	14,580
	909	964	1,022	1,081	1,146	1,215
8	11,412	12,096	12,840	13,596	14,400	15,252
	951	1,008	1,070	1,133	1,200	1,271
Maximum — 9	11,964	12,672	13,416	14,232	15,084	15,972
	997	1,056	1,118	1,186	1,257	1,331
Long Service	12,540	13,284	14,064	14,892	15,780	16,752
Increment	1,045	1,107	1,172	1,241	1,315	1,396
	+13,116	+13,908	+14,724	+15,600	+16,524	+17,532
	1,093	1,159	1,227	1,300	1,377	1,461
	+13,740	+14,568	+15,432	+16,320	+17,304	+18,372
	1,145	1,214	1,286	1,360	1,442	1,531
	+14,376	+15,252	+16,152	+17,100	+18,132	+19,224
	1,198	1,271	1,346	1,425	1,511	1,602
	+15,048	+15,960	+16,908	+17,892	+18,948	+20,124
	1,254	1,330	1,409	1,491	1,579	1,677
	+15,756	+16,716	+17,712	+18,732	+19,860	+21,072
	1,313	1,393	1,476	1,561	1,655	1,756
	+16,500	+17,508	+18,528	+19,620	+20,784	+22,056
	1,375	1,459	1,544	1,635	1,732	1,838

• Pay range extended to facilitate determination of salary for classes 5501, 5502, 5503 and modifiers.

SUPPLEMENT NO. 8

TEACHER CLASS SERIES

Class	Pay Range
5551 — Teacher	The pay ranges outlined in Supplement No. 10 shall apply.
5552 — Teacher-Senior	The pay ranges outlined in Supplement No. 10 shall apply, plus one increment
5553 — Teacher-Supervisor	The pay ranges outlined in Supplement No. 10 shall apply, plus two increments.

SUPPLEMENT NO. 9

TEACHER SALARY MODIFICATION

A teacher with a special assignment as indicated below shall, subject to the approval of the Public Service Commissioner, be compensated in accordance with the following salary modification, which shall be applied in each case to the pay range of his relevant preparation level within the class to which his position is allocated.

MODIFIER

(1) "Z" 1 increment higher	Teachers of classes for the deaf, physically handicapped, and those with behavioral disorders, or in isolated locales.

(2) Where a position includes circumstances not specifically covered by the above modifier, the Public Service Commissioner may apply such modifications as may be appropriate

SUPPLEMENT NO. 10

1973 TEACHER BASIC PAY SCHEDULE

PAY RANGES

Levels	A		B		C	D	E		F	G
Pay Period										
MIN 1	5232	MIN 1	5700	MIN 1	5964	6516	8616	MIN 1	9444	9900
	436		475		497	543	718		787	825
2	5472	2	5964	2	6228	6828	9012	2	9900	10,356
	456		497		519	569	751		825	863
3	5700	3	6228	3	6516	7152	9444	3	10,356	10,848
	475		519		543	596	787		863	904
4	5964	4	6516	4	6828	7500	9900	4	10,848	11,352
	497		543		569	625	825		904	946
5	6228	5	6828	5	7152	7836	10,356	5	11,352	11,892
	519		569		596	653	863		946	991
6	6516	6	7152	6	7500	8220	10,848	6	11,892	12,456
	543		596		625	685	904		991	1,038
7	6828	7	7500	7	7836	8616	11,352	7	12,456	13,044
	569		625		653	718	946		1,038	1,087
MAX 8	7152	8	7836	8	8220	9012	11,892	8	13,044	13,680
	596		653		685	751	991		1,087	1,140
LSI 9	7500	9	8220	9	8616	9444	12,456	9	13,680	14,316
	625		685		718	787	1,038		1,140	1,193
	+7836	10	8616	10	9012	9900	13,044	10	14,316	15,000
	653		718		751	825	1,087		1,193	1,250
	+8220	MAX 11	9012	11	9444	10,356	13,680	MAX 11	15,000	15,720
	685		751		787	863	1,140		1,250	1,310
	+8616	LSI 12	9444	MAX 12	9900	10,848	14,316	LSI 12	15,720	16,464
	718		787		825	904	1,193		1,310	1,372

+9900 825	LSI	13	10,356 863	11,352 946	15,000 1,250	+16,464 1,372	+17,244 1,437
+10,356 863			+10,848 904	+11,892 991	+15,720 1,310	+17,244 1,437	+18,048 1,504
+10,848 904			+11,352 946	+12,456 1,038	+16,464 1,372	+18,048 1,504	+18,900 1,575
			+11,892 991	+13,044 1,087	+17,244 1,437		

+ Pay Range extended to facilitate determination of salary for classes 5551, 5552, 5553 and modifiers.

SUPPLEMENT NO. 10

1974 TEACHER BASIC PAY SCHEDULE

PAY RANGES

Levels	A		B		C	D	E		F	G
Pay Period										
MIN 1	5544	MIN 1	6048	MIN 1	6324	6912	9132	MIN 1	10,008	10,500
	462		504		527	576	761		834	875
2	5796	2	6324	2	6600	7236	9552	2	10,500	10,980
	483		527		550	603	796		875	915
3	6048	3	6600	3	6912	7584	10,008	3	10,980	11,496
	504		550		576	632	834		915	958
4	6324	4	6912	4	7236	7956	10,500	4	11,496	12,036
	527		576		603	663	875		958	1,003
5	6600	5	7236	5	7584	8304	10,980	5	12,036	12,600
	550		603		632	692	915		1,003	1,050
6	6912	6	7584	6	7956	8712	11,496	6	12,600	13,200
	576		632		663	726	958		1,050	1,100
7	7236	7	7956	7	8304	9132	12,036	7	13,200	13,824
	603		663		692	761	1,003		1,100	1,152
MAX 8	7584	8	8304	8	8712	9552	12,600	8	13,824	14,496
	632		692		726	796	1,050		1,152	1,208
LSI 9	7956	9	8712	9	9132	10.008	13,200	9	14,496	15,180
	663		726		761	834	1,100		1,208	1,265
	+8304	10	9132	10	9552	10.500	13,824	10	15,180	15,900
	692		761		796	875	1,152		1,265	1,325
	+8712	MAX 11	9552	11	10,008	10,980	14,496	MAX 11	15,900	16,668
	726		796		834	915	1,208		1,325	1,389
	+9132	LSI 12	10,008	MAX 12	10,500	11,496	15,180	LSI 12	16,668	17,448
	761		834		875	958	1,265		1,389	1,454

+10,500 875	LSI	13	10,980 915	12,036 1,003	15,900 1,325	+17,448 1,454	+18,276 1,523
+10,980 915			+11,496 958	+12,600 1,050	+16,668 1,389	+18,276 1,523	+19,128 1,594
+11,496 958			+12,036 1,003	+13,200 1,100	+17,448 1,454	+19,128 1,594	+20,040 1,670
			+12,600 1,050	+13,824 1,152	+18,276 1,523		

+ Pay Range extended to facilitate determination of salary for classes 5551, 5552, 5553, and modifiers.

INFORMATIONAL ADDENDUM ACCOMPANYING THE COLLECTIVE AGREEMENT

1. **Mileage Allowance**

   A joint Employer (Government) — employee (Civil Service Association of Alberta) committee reporting to Joint Council will review at least every two years, mileage allowance rates and automobile costs to recommend rates for the operation of vehicles on authorized Government business.

2. **Subsistence Allowance**

   The topic of the adequacy of subsistence rates shall be subject matter for discussion at Joint Council between the Government and the Civil Service Association of Alberta.

3. **Negotiations Review**

   The Employer agrees that the number of collective agreements in future negotiations, together with the question of cyclical bargaining shall be agenda items for discussion by Joint Council.

ALPHABETICAL INDEX

	Article	Page
Abolishment of Positions	13	5
Absence		
— Notice of		
— see leave for absence with or without pay	11	4
Agreement — Duration		21
Annual Vacation Leave	21	9
Appointment of Liaison Officers	7	3
Association		
— Appointment of Liaison Officers	7	3
— Dues Check Off	5	2
— Membership	5	2
— Solicitation for Membership	6	2
— Time Off for Business	8	3
Attendance — Notice of	11	4
Bereavement Leave	26	12
Call Back Pay	15	8
Casual Illness	22	10
Change of Domicile	28	13
Christmas Leave	41A	21
Court Leave	29	13
Definitions — Interpretation	1	1
Disaster Conditions — Time Off	27A	13
Dues Check Off	5	2
Election Day Leave	30	13
Employee Benefits		
— Group Insurance	35	17
— Health Care	34	17
Employment, Terms of		
— Extension of	9	4
— Amendments to pay & classification		
— past practice		
— application of Human Rights		
— eligibility of part time employees		
Family Illness	25	12
General Illness	23	11
Membership		
— Association	5	2
— Solicitation for	6	2
Northern Allowance Pay	17	8
Notice of Resignation and Termination	12	5
Teachers and Instructors	40	19
Overtime		
— Authorization	14	6
— Compensation		
—Schedule of Classes Eligible	Supplement No. 2	23
Paid Holidays	19	9
— On regular day off	20	9
Parking	33	17
Pay		
— Call Back	15	8
— Northern Allowance	17	8
— Overtime	14	6
— Paid Holidays	19	9
— Rates	35A	17
— Shift Differential	14A	8
— Stand By Pay	16	8
Pay Grids		
— Assignment of classes	Supplement No. 4	34
— Grid	Supplement No. 3	26
Position Abolishment	13	5
Probationary Period		
— Extensions	18	9
— Classes for which probation is six months	Supplement No. 2A	25
Proof Of Illness	24	12
Protective Clothing and Safety	31A	14
Recognition and Management	3	2
Resignation		
— Notice of	12	5
— Teachers and Instructors	40	19
Rest Periods	10	4
Safety and Protective Clothing	31A	14
Salaries — See Pay		
Grievance Procedure	32	14
Group Life Insurance	35	17
Health Plan Benefits	34	17
Holidays		
— Paid	19	9
— Paid on regular day off	20	9

Hours of Work 10 4

Illness
— Casual 22 10
— Family 25 12
— General 23 11
— Proof Of 24 12

Interpretation — Definitions 1 1

Instructors
— Basic Pay schedule Supplement No.7 41
— Christmas Leave 41A 21
— Class Series Supplement No. 5 40
— Interpretation 36 18
— Leave 41 19
— Resignation 40 19
— Review Procedure 38 18
— Salary Ranges and Modifiers 37 18
— Salary Modifiers Supplement No. 6 40

Jurisdiction 2 2

Leave
— Annual vacation 21 9
— Annual vacation Instructors and Teachers 41 19
— Bereavement 26 12
— Change of Domicile 28 13
— Christmas Leave 41A 21
— Court 29 13
— Disaster 27A 13
— Election Day 30 13
— Maternity 27 13
— Sick Leave — casual 22 10
— Sick Leave — general 23 11

Legislation — Future and the Collective Agreement 4 2

Liaison Officer
— Appointment of 7 3

Management Recognition 3 2

Maternity Leave 27 13

Shift Differential
— Rates 14A 8
— Schedule of Classes Eligible Supplement No. 2A 25

Sick Leave
— Casual 22 10
— General 23 11

Solicitation for Membership 6 2

Teachers
— Basic Pay Schedule Supplement No.10 44
— Class Series Supplement No.8 43
— Christmas Leave 41A 21
— Interpretation 36 18
— Leave 41 19
— Resignation 40 19
— Review Procedure 39 19
— Salary Modification Supplement No.9 43

Termination
— Notice of 12 5
— Teachers and Instructors 40 19

Time Off
— Association Business 8 3
— Disaster Conditions 27A 13
— For Travel on Family Illness 25 12

Travel Allowance
— See Addendum

Travel Time
— Family Illness 25 12
— Overtime 14 6

Vacation Leave
— Annual 21 9
— Teachers and Instructors 41 19

Workmen's Compensation 31 14

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